DOCUMENT RESUME

ED 175 609 RC 011 600

AUTHOR	Goyette, Cherie A.; And Others
TITLE	Farmworker Needs--Agency Services: A Study of Migrant and Seasonal Farmworkers and Service Agencies in a Four County Central Florida Area.
INSTITUTION	Florida Technological Univ., Orlando. Div. of Sponsored Research.
SPONS AGENCY	Department of Labor, Washington, D.C.; Florida State Dept. of Education, Tallahassee.
PUB DATE	Apr 79
GRANT	DOL-99-6-328-31-29
NOTE	259p.; Some pages may not reproduce well due to small print size; Reprint of a November 1978 publication
EDRS PRICE	MF01/PC11 Plus Postage.
DESCRIPTORS	Agency Role; Agricultural Laborers; Delivery Systems; Demography; Employment Services; Farm Labor Problems; *Human Services; Interviews; Migrant Education; Migrant Employment; Migrant Problems; *Migrant Workers; *Needs Assessment; Outreach Programs; *Program Evaluation; Seasonal Employment; *Seasonal Laborers; Socioeconomic Influences; Staff Role; *Use Studies; Wages
IDENTIFIERS	*Florida (Central)

ABSTRACT

Assessment of farmworker needs and resource agencies revealed that a significant number of migrant and seasonal farmworkers are not receiving essential services available to them. Interviews conducted with 475 farmworkers gathered demographic data and information about perceived needs, knowledge and use of agencies, and satisfaction with services. Assessment of resources focused on Florida State Employment Service, Manpower Services (Comprehensive Employment and Training Act), and Adult Migrant Education Programs. Interviews with program managers and questionnaires completed by support staff provided information about agency procedures, compliance with federal regulations, problems in delivering services to farmworkers, and staff attitudes toward client groups. Data analysis using the Statistical Package for the Social Sciences led to specific recommendations for improving service delivery, e.g., expansion of the Migrant Education Program, more effective use of local news media to publicize farmworker services, and numerous measures to expand employment opportunities. Three program models which could improve coordination of agency services were proposed: a centralized, comprehensive referral and intake system; an inter-agency staff training program; or a consolidated outreach staff for all agencies serving farmworkers. Data tables and research instruments are appended. (JH)

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FARMWORKER NEEDS - AGENCY SERVICES

A STUDY OF MIGRANT AND SEASONAL FARMWORKERS AND SERVICE AGENCIES IN A FOUR COUNTY CENTRAL FLORIDA AREA

University of Central Florida
Office of Graduate Studies and Research
P.O. Box 25000
Orlando, Florida 32816

RC 011600

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A Study of Migrant and Seasonal Farmworkers and Service Agencies in a Four County Central Florida Area

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U.S. Department of Labor
Grant Number 99-6-328-31-29 Modification 003

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Reprinted April 1979

This project was funded by the U.S. Department of Labor through the Florida State Department of Education which contracted with the Division of Sponsored Research at Florida Technological University. Cooperative efforts of the Florida State Employment Service, the Florida Adult Migrant Education Program, and the Florida Office of Manpower Planning made this study possible.

ACKNOWLEDGEMENTS

This report is written for and about the American migrant and seasonal farmworker and their families. To a large degree, it is also written by them. Their candor, warmth, and responsiveness made it possible to accumulate the date which is included herein.

The comprehensiveness of this report would have been severely limited if not for the support and cooperation of state and local public officials and their staffs who are dedicated to improving the status of the farmworker. It should be pointed out that this grant was made possible through the joint initiatives of the U.S. Department of Labor, the Florida State Departments of Education and Commerce, and the Office of Manpower Planning.

Those who made significant contributions and deserve recognition include the interviewers who worked under arduous conditions; Dr. William Brown who provided sensitive guidance throughout the course of the project; Drs. Charles Dzuiban and John Washington who provided consultation to get us off to the right start; Tom Ticknor, whose energy and skill in computer analysis assured the validity of this report; and Debra Kern, who maintained files, handled voluminous correspondence, checked data, typed and retyped instrument and report drafts.

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I

PILOT PROJECT OVERVIEW

Administration and Funding

The Florida Technological University Pilot Migrant and Seasonal Farmworker Project was funded by the Department of Labor. The Florida Department of Education, Division of Vocational Education was the sponsoring agency and subcontracted to Florida Technological University.

Though funded on January 1, 1977, the pilot project did not become operational until April 1, 1977. Staff selection occurred in the following manner:

A panel of selected State employees interviewed applicants for the position of Director. Representatives on the panel were from the Adult Migrant Education Program (303 grantee), the Office of Manpower Planning and the Florida State Employment Service. These three individuals interviewed the five qualified applicants and made their choice for the Director's position. This position was filled by Cherie A. Goyette. Ms. Goyette then reviewed applicants for the other professional positions on staff. Applicants were narrowed down to the top six and interviews were held accordingly. Staff was selected and office space was acquired in Apopka, Florida.

Project positions included a Coordinator for Planning and Evaluation, a Coordinator for Needs Assessment, a Coordinator for Resource Assessment, Administrative Assistant, and two clerical positions.

Advisory Board

The Adult Migrant Education Program is the 303 grantee for the State of Florida with fiscal responsibility being allotted under contract to the subgrantee, Florida Technological University. The Board is comprised of Pat Hall from the Adult Migrant Education Program, Edward Feaver from the Office of Manpower Planning, and Andrew McMullian from the Division of Employment Security.

Pat Hall, Director of the Florida Adult Migrant Education Program, assumed the leadership role in the supervision of the project. A. Ernie Ortiz, a consultant on the Adult Migrant Education Program staff, met regularly with pilot project staff to advise and organize efforts in the general operations of the project. The Board allowed the FTU staff the independence needed to operate effectively in the four-county catchment area.

Florida Technological University, as the appointed fiscal agent for the project, supervised all accounting, bookkeeping and related management record-keeping for the project. Florida Technological University staff recognized the importance of establishing an office in the center of the farmworking community. This physical location has proved invaluable in making the project highly visible and easily accessible to farmworkers in the area.

Project Goals

The ultimate project goal was the improved coordination of services among agencies serving farmworkers. Approaches to coordination were operationalized as follows:

- A Needs Assessment to be conducted among the migrant and seasonal farmworkers in a four-county area in Central Florida (Orange, Seminole, Lake, and Sumter counties) which would measure farmworkers' perceptions of needs and services.
- A Resource Assessment to be conducted among agencies providing services to farmworkers with concentration placed on the Employment Service, CETA offices, and the Adult Migrant Education Program.
- Coordinating activities which led to improvement of services to farmworkers.

A primary needs assessment of farmworkers in the catchment area was conducted by individually administered, comprehensive questionnaires. A sampling plan was constructed which was random within the stratifications of ethnicity, migrant or seasonal status, and type of farmwork.

The instrument was field-tested and modified several times to assure reliability and validity.

The resource assessment was conducted through personal interviews with the office managers of the Department of Labor funded service-providing

agencies in the four-county catchment area. The office manager was interviewed regarding various administrative aspects of his or her program, including the composition and role of any administrative boards governing said agency. Anonymous questionnaires were also completed by each staff person in the respective agency. Questionnaires completed by the staff examined attitudes and the effectiveness and timeliness of training. Additionally, the questionnaire addressed in-take procedures for each office, specific agency information, staff perception of farmworkers, knowledge of services provided by the agency, and eligibility requirements for farmworker utilization of the agency. More than ninety-five percent of the target agency staff completed questionnaires.

Florida Technological University Pilot Project staff proceeded to establish contact with all agencies in the Central Florida area which presently provide services to farmworkers. One purpose for these contacts was to establish a good working relationship with the service-providing agencies and also to familiarize project staff with the services provided at the main offices and the various outreach centers.

Accomplishments

Specific project accomplishments are the extensive needs assessment and resource assessment data. These two endeavors constitute the bulk of the project's efforts. Throughout the data collection and analysis phases the following activities/accomplishments were also conducted:

- Service-providing agencies were identified in the four-county catchment area. Letters of introduction and questionnaire-type data sheets were sent to these agencies. The completed data sheet formed a base upon which an agency information file was constructed.
- Administrative officials of state agencies and key legislators were interviewed in Tallahassee. State-level support for the project was solicited in this way.
- Legislative sessions pertaining to farmworker concerns were observed.
- Department heads were solicited for their anticipations of the project. An interest survey was conducted with the department heads which indicated that improved coordination was of high priority on their list of expectations for the

project. Commitment of these individuals was demonstrated by letters to their respective local agencies in support of the pilot project. Information from specific agencies regarding departmental mandates, staffing, and program operations was obtained for analysis.

- A resource library was developed through a literature search conducted by the project staff, contact with agencies, and professional library search by State Technologies Application Center (STAC).

- Elected officials who had expressed an interest in the project were consulted individually and briefed on the project and anticipated outcomes. Opinions, ideas, and thoughts were noted and exchanged regarding the farmworker situation.

- Representatives of agri-business and farmworker advocacy programs were apprised of the project and its goals. This provided the opportunity for these interest groups to express their concerns.

- Extensive Management by Objective planning sessions were held by the office staff. Goal setting, priorities, and timetables were established.

- Authorities in social research from Florida Technological University were consulted periodically to assure sound research methodology.

- Technical assistance was provided by project staff to agencies who requested such aid. Among the agencies receiving assistance were farmworker health clinics, the local Health Systems Agency, Community Development and Community Affairs boards and staff, the Human Services Planning Council, the Human Rights Commission, and target-area associations and advisory groups.

- Committees to explore coordination of services to farmworkers were established in all counties in the catchment area. A planning committee was established in West Orange County consisting of concerned persons representing a variety of service-providing agencies. This is a model attempt to develop ideas, objectives, and strategies whereby an ongoing mode of communication, and service cooperation can be effected. The Lake-Sumter Employment Resource Coordinating Council was established with support and technical assistance from the FTU project. The groundwork was laid to establish a resource coordinating council in Seminole County.

- A comprehensive farmworker-interviewer training package was developed, tested, and implemented by project staff.

- Project personnel assumed a leadership role with the West Orange Services Council. The WOSC is a group of employees representing various agencies in the west Orange County area. The council meets monthly to exchange information regarding services. West Orange County is one of the major farmworker areas in Florida and the major one in the four-county target area.

- Project staff testified at state-wide hearings addressing the farmworker situation in Central Florida and possible remedies.

- Service agencies were provided with statistics and other data relative to farmworkers.

- Research methodology including a defensible sampling plan was developed.

- Farmworker housing units in the four-county area were identified, enumerated, and mapped.

- Barriers interferring with the access of farmworkers to service agencies were identified and documented.

- Information about selected agencies serving migrants and seasonal farmworkers was compiled.

- A comprehensive analysis of services to farmworkers by Department of Labor funded agencies was conducted.

- An informal farmworker advocate system was established in certain agencies serving farmworkers. Individuals within each agency who are responsive to the needs of farmworkers have been identified and an informal referral system has been developed. Certain bureaucratic problems interfering with access of farmworkers to services have thus been eliminated.

II

NEEDS ASSESSMENT METHODOLOGY

Rationale

It would be remiss to provide a statistical survey of farmworkers without emphasizing their individuality. It should be understood that the migrant and seasonal farmworker is a human being experiencing the plethora of values, desires, needs, and hopes common to all humanity. The migrant and seasonal farmworker provides an essential service to the survival and well-being of the rest of us; they till, plant, reap, sort, and pack the fruits and vegetables which provide us with major nutrients. Our health and survival, in part, depends upon this process. Farmworkers do not receive wages or amenities concomitant with their role in the national economy and the arduousness of their work. Few farmworkers have the power to affect their working conditions.

The project staff feels that the data presented in this report can document the realities of farmworker life. Perhaps findings presented will give direction to those who waver between action and inaction because of a lack of information and documentation.

Needs assessment survey methodology will be described in detail because of the current nationwide emphasis on farmworker research. Following are the procedures followed in the farmworker needs assessment component, together with the rationale, methods, and problems involved in each.

Project staff, farmworkers, and service agency personnel were consulted extensively concerning what information about farmworkers would be most valuable. Using the resultant input as a basis, specific goals and objectives were defined and prioritized. The resulting categories from which interview items were designed were as follows:

- Demographic information, including family, housing condition and description;
- Perceptions of working conditions and their implications for service agencies;

- o Farmwork employment patterns and wages, descriptions including type of work performed and geographical area involved;
- o Perceptions of power and powerlessness, including hopes and aspirations;
- o Needs;
- o Knowledge and experience with use of services (with emphasis on Department of Labor funded agencies and programs), satisfaction with agency and/or barriers to usage (a copy of the instrument is included in the Appendix and can be consulted for further information).

The basic procedure through which the needs assessment survey was carried out was a primary, direct survey of farmworkers conducted by means of individual, personal interviews.

To facilitate the development of interfacing aspects of the project, a Management by Objectives plan (MBO) and PERT chart were developed and followed throughout the project. Management issues relating to specific components of the project will be mentioned throughout this narrative.

Project staff was accurate in its determination of materials needed for the project. However, estimates of personnel needed proved unrealistic and fell far short of necessary numbers of individuals needed, causing some difficulties in financing. The primary job classification in which underestimations occurred were farmworker interviewers and data processing personnel.

Project staff were convinced that the importance of using sound, traditional methodology in a farmworker needs assessment project could not be overemphasized for these reasons:

First, the controversy between agri-business and farmworkers is such that any research on farmworker needs is subject to close scrutiny. The best defense is solid methodology.

Second, data and literature in existence is scanty and often poor in quality. Thus, any research has a potential of making an important contribution to a wide audience if it will hold up under careful scrutiny.

However, traditional social science research methodology could be applied to farmworker research only within limitations because farmworkers constitute an extremely soft sample. Patterns of employment and migration are such that

traditional sampling methodology must be adapted to the specific situations inherent in this population.

Consultants who were experienced in farmworker research were not available. Fortunately, project staff had extensive experience with farmworkers, and were thus able to work with project consultants from the faculty of Florida Technological University. Three consultants, Dr. William Brown and Dr. John Washington from the Department of Sociology and Dr. Charles Dziuban from the Department of Teaching Analysis, all of whom are authorities in social research, contributed to the design of the questionnaire and the development of a sampling plan.

Sampling

Planning the sampling design for seasonal and migrant farmworkers was an extremely difficult and challenging process. Mobility parameters, monthly fluctuations due to seasonal crops, multiple families per housing unit, a lack of previous reliable estimates, maps, records, etc., contributed to the hazards of drawing a representative sample.

For this study, the pooled knowledge of the project staff was painstakingly utilized to construct a very respectable sampling plan. Project staff was able to complete maps of the four counties showing the exact location of "clusters" (sites) of farmworkers. Moreoever, the maps detailed race-ethnic group status and seasonal-migrant status for each county. Given the aforementioned difficulties, we believe the sample is exceptionally sound and pragmatic.

A series of tables were prepared that allowed organization of the sites by primary "block" criteria, that is, by county, ethnic-race groups, and seasonal-migrant farmworkers. An overview can be found in the information in Table 1. Site numbers are listed according to block variables. Note that three quarters of the farmworkers live in sites with less than twenty household units. For practical reasons, smaller sites composed of only three to five households were undersampled. The sample selection process was carefully recorded so that the subsamples could be weighted back to their proper ratios during parts of the analysis. The final sampling fraction was calculated on site, taking into account the variation between the estimated cluster size and the actual cluster size. The sampling fraction was constructed as follows:

- The number of interviews to be administered in each cluster was determined (from sample).
- The number of family housing units in each cluster was determined.
- The result was the sampling fraction for that selected cluster. For example, if ten interviews were needed from a cluster of thirty housing units, the sampling fraction for that cluster was one to three (i.e. one out of every three houses).
- When interviewers went to the cluster site to administer the instrument, every third house (or whatever type of housing unit) was selected to conduct interviews, thus, keeping the randomness within selections on site. If a person in that house was not available, the next house on the right (or left) was chosen, and so on. The planned number of interviews from each selected cluster was thus obtained.
- In some situations, the sampling fraction had to be adjusted on site. For example, if only twenty housing units existed or if only twenty appeared to be occupied, the sampling fraction was adjusted to one to two, and every second house was selected for an interview. Adherence to this sample design resulted in a highly defensible survey.

In total, 550 farmworkers were interviewed, yielding 475 useable questionnaires for final analysis. The 550 interviews are broken down as follows:

292 interviews from large-site households (twenty or more units). The sample size was selected according to probability proportionate to size of each cluster.

177 interviews from small-site households. Systematic random sampling technique was employed here after obtaining the desired strata.

10 interviews with Native American farmworkers.

40 interviews with members of individual households scattered throughout the four counties. These houses were randomly selected by area.

31 interviews completed during the field-testing phases of the study. Data that was comparable to data in the final interview schedule was utilized.

550 in total sample prior to data cleaning.

TABLE 1

SUMMARY OF SAMPLE FOR FARMWORKERS BY LARGE AND SMALL SITES ACCORDING TO COUNTY, ETHNIC GROUP, AND SEASONAL/MIGRANT WORKER

County	Ethnic/ Race	Mobility		Estimated No. HH at Site	No. HH Selected At Site	Total Large Site	Sample Small Site
		Seasonal	Migrant				
Large Sites							
Orange	Black	14	9	745	107		
	White	3	3	150	22		
	Hispanic	1	12	380	55		
Seminole	Black	7	1	236	34		
	White	3	1	88	13		
	Hispanic	0	2	46	7		
Lake	Black	0	3	75	11		
	White	0	2	40	6		
	Hispanic	0	8	192	29		
Sumter	Black	3	0	90	13		
	White	0	1	20	3		
	Hispanic	0	3	80	12		
						312	
Small Sites							
Orange	Black	3	3	52	16		
	White	6	2	68	21		
	Hispanic	4	3	54	18		
Seminole	Black	3	3	60	20		
	White	2	1	20	6		
	Hispanic	0	0	0	0		
Lake	Black	12	7	123	39		
	White	8	3	75	25		
	Hispanic	5	3	74	24		
Sumter	Black	2	1	25	6		
	White	3	1	19	6		
	Hispanic	1	1	18	6		
							187
American Indians		0	1	20	20		20
Indo-Chinese		1	0	30	30		30
Individual Households		-	-	--	40		40
Early Sample					50		50
							327
Grand Total							639

EXHIBIT 1

See Mendenhall, Ott, and Laron: Statistics: A Tool for the Social Sciences 1974: 219-24

formula: for one crucial variable with largest variance σ^2 (B = Bound of 2 s.d.)

$$n = \frac{4\sigma^2}{B^2}$$

Assume:
1. knowledge of σ^2 (or s.d.) from
   a. prior research (?)
   b. range knowledge
      s.d. = $\frac{\text{range}}{4}$

E.g. Migrant Pay (weekly basis) = $0.00 to $1.40 range

$$n = \frac{4 \times (35)^2}{(10)^2} = \frac{4900}{100} = 49$$

sd = $\frac{1.40}{4}$ = 35

σ^2 = 1225

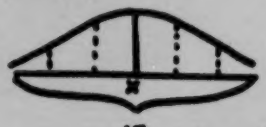
For Proportions (p)

Mobility pattern range = 0 - 10
Bound = 2
p = .50 (high estimate)

$$n = \frac{4pg}{B^2}$$

(Substitute p = .50 if "p" unknown --- this yields high "n" estimate)

$$n = \frac{4\ (.50)\ (.50)}{(.2)^2} = \frac{4(.25)}{.04} = .25$$



13

Backstrom and Hursh: Survey Research 1963: 24-35; 167 (Northwestern University Press

SRS - 95% Confidence Level with Precision (5%) = 384

Clustering - multiply by 1½ (conservative) = 576

Bobbie: Survey Research Methods (1973: 100-102; 124)

Probability proportionate to size (PPS)

PPS 1. get many clusters with fewer clients per cluster (Representation)
124 2. Estimate/lot # area of each Ethnic Group #Counties

VRB Method: counties x Race/Ethnic x Type housing x 5 Case/Av

4 x 6 4 x 6 x 5 = 480

Maximum "Breakdown" 4 x 4 x 5 x 5 = 320 + 20 over
32 5% over sample
352

11

Instrument Design

Determination of information to be gathered from the survey was made by working from previously defined goals. Projected applications of the data were identified and objectives planned accordingly. Coordination with other agencies resulted in definitive requests for data needed by those agencies.

An exploratory interview was constructed which contained open-ended questions. This interview was administered to thirty farmworkers who were generally representative of the farmworker population as a whole.

Responses were tabulated and the most frequent responses were used to construct closed and/or multiple choice answers to questions. When necessary for clarity questions were modified.

Staff was trained to administer the resulting first version of the closed-item interview, after which it was field-tested on another small sample of farmworkers. Each item was analyzed and evaluated as follows:

- Did responses indicate that the question was clearly worded?
- Did each question elicit information for which it was designed?
- Were responses easily recorded?
- Were more or different questions needed to get at certain information?

A third questionnaire was constructed based on the analysis of each question on the previous version. Staff was trained and the instrument was again field-tested. Certain items had to be eliminated because of the constraints of time; the field-testing process showed that motivation of both interviewer and subject decreased greatly after forty-five minutes.

Field-testing continued until the validity, reliability and clarity of each item was well established.

Staff personnel (rather than the interviewers who would be administering the final instrument) field-tested the instruments. This was done so that peer interviewers would not become confused by successive versions. Staff was occasionally confused but, theoretically, more experienced at adapting to new instructions. The experiences of the staff during field-testing were invaluable in reconstructing questions.

Spanish translations of the final instrument were made using the vernacular and were tested for reliability and validity of language with the target group involved. The instruments were pre-coded for analysis and printed.

Interviewers

Interviewers were hired who were comfortable with and knowledgeable about farmworkers. Whenever possible, farmworkers or former farmworkers were hired. During the first phase of instrument administration, which involved that portion of the sample who were seasonal farmworkers, all interviewers were from the target population.

However, once the picking season started, many of these people went back to farmwork because they needed full-time work. A few others were able to build on their training and experience with this project and obtained full-time, permanent employment elsewhere. New interviewers had to be recruited and trained.

"Classroom" training was useful but was most effective when followed by on-the-job training. For the first few weeks, staff went over each instrument immediately after completion with the interviewer, making necessary corrections and explanations. Staff observed on interviews to monitor and train on an individual basis.

Although interviewers did not provide services, they were trained to make necessary referrals.

Arrangements for and permission to interview in camps was made prior to the team's arrival to interview so that farmworkers did not associate camp personnel with the team. Under no circumstances was an interview conducted in the presence of a crew leader (unless he or she was being interviewed) or camp personnel or anyone else outside the farmworker family.

Ethics and anonymity were stressed to interviewers and to interviewees. Gossip or information exchange about families who had been interviewed was discouraged among interviewers.

Interviewers had calling cards to hand out. Being handed a card appeared to build trust and respect in those who were being interviewed. Thus, a telephone number was provided which farmworkers could use in case of later repercussions or questions.

Continuous monitoring of interviewers and spot-checking of completed instruments was necessary after the initial training period had ended. Inadvertent modification of questions occurred continuously.

Constant training of interviewers was required to ensure that the sampling design was adjusted on-site in order not to jeopardize the sampling design. This was essential when interviewers were not accompanied to the site by supervisory personnel.

Maps of clusters or areas in the sample had to be up-dated each day. Otherwise, since data collection was anonymous, it was impossible to keep track of progress or of operationalization of the sampling plan.

A difficulty encountered in the hiring of interviwers who were bilingual (but not from farmwork backgrounds) was that they did not speak idiomatically, felt insulted at being asked to do so, and objected to the "poor grammar" which they insisted was involved. This required affective training to change attitudes.

Various problems arose as a result of adherence to the sampling methodology. Since most interviews were conducted at farmworkers' places of residence, hours during which people were home to be interviewed were extremely limited. Most citrus harvesters, for example, leave home at 5:00 AM and do not return until 8:00 PM, at which time they are hungry, exhausted, ready to bathe, and do household chores. Many work on this schedule seven days each week during the peak of the season.

Interviewers, some of whom tired quickly of late hours, had to call back several times in order to find someone in the home at selected sites. Interviewers also had to be available for rainy days when farmworkers stay home from work. These difficulties, added to the part-time, temporary status of interviewer positions, contributed to a high interviewer attrition rate. This necessitated an almost continuous search for prospective interviewers and then training which, in conjunction with on-going supervision, was extremely time consuming.

A few interviewers unconsciously modified questions. No amount of training and retraining helped, and terminations were necessary. Some interviewers who were hired as bilingual could not write well in one of their languages, thus, modified responses while recording them.

Because of the high turnover rate of interviewers, extensive, on-going training was necessary. Initial training sessions were thorough and extensive

but had to be modified during the later phase to on-the-job training because new interviewers were hired one by one as others were lost.

Direct supervision of interviewers was needed but sometimes impossible. Staff members who worked an eight hour day also worked many late evenings and weekends in order to supervise, but constant supervision was impossible. Any future project should be staffed with an interviewer supervisor whose sole duties consist of training and supervising the interviewing staff. This would have been more cost-effective in the long run.

Data Processing

The Statistical Package for the Social Sciences was used in data analysis. Under-estimation of time and money required to clean and analyze data was a major problem. This was not entirely due to a lack of planning. Project personnel were cognizant of the need for consultative services in the data processing and analysis phase but were unable to obtain assistance when it was requested. Outcomes of this were several:

- At least twice the amount of time preparing the program and cleaning the data was required because trained personnel were not available.
- Time is money and therefore a greater amount of money was also spent.

III

NEEDS ASSESSMENT DATA

Demographics

Five-hundred and fifty farmworker interviews were conducted in Orange, Seminole, Sumter, and Lake counties through the previously described data collection process. To meet sampling criteria (i.e. ethnicity, type of work, and migrancy), the interviews were conducted over a nine month period from August, 1977 to April, 1978.

TABLE 2
AGE FREQUENCIES DISTRIBUTION

	(%)	(N)
BELOW 18 YEARS OF AGE	3.2	15
18 TO 25 YEARS OF AGE	22.1	104
26 TO 35 YEARS OF AGE	30.4	143
36 TO 45 YEARS OF AGE	22.7	107
46 TO 55 YEARS OF AGE	16.6	78
56 TO 65 YEARS OF AGE	4.7	22
ABOVE 65 YEARS OF AGE	0.4	2

TABLE 3
ETHNIC BREAKDOWN

	(%)	(N)
BLACK	49.6	234
WHITE	16.5	78
SPANISH SURNAME	32.0	151
NATIVE AMERICAN	1.5	7
OTHER	.4	2

Tables 2 and 3 list basic demographic characteristics of the sampled population. Over 90 percent of the sample were in the 18 to 55 age group. The greatest number interviewed were in the 26 to 35 age group. Other research gives evidence that the stress and dangers of farmwork, coupled with the accumulated effects of inadequate nutrition, sanitation, and health care reduces the degree of farmworker activity in the upper ages. Thirty-two percent (32%) of the usable interviews were obtained from Hispanic farmworkers, 49.6 percent from Black farmworkers, and 16.5 percent from White. This percentage generally accords with other research on the ethnic breakdown in Central Florida. Nearly 43 percent are intrastate or interstate migrants, working a part of the year in a location which is not considered a permanent home.

It is generally assumed that approximately 75 percent of the migrant and seasonal farmworkers are male. The data indicates that 47.5 percent of our respondents were female. There was possibly a tendency to oversample women due to the fact that they were more often found at the primary interview site, the home. Also, quite often women were likely to take the initiative in completing the interview even when a male was available. However, since all respondents were selected on the basis of having done farmwork in the past year, the oversampling would primarily affect full-time wage earners only. Almost 45 percent of the respondents lived in Orange County, 17.5 percent in Seminole, 8.6 percent resided in Sumter County, and 28.4 percent Lake County. Table 4 shows the status by migrant/seasonal and ethnicity within each county respectively. Table 5 shows the breakdown between counties by the same categories. The largest proportion of Hispanic migrants is recorded for Orange County. Seminole County respondents are mainly seasonal Black farmworkers.

TABLE 4

RATIO WITHIN COUNTY BY

MIGRANT/SEASONAL AND ETHNICITY

	MIGRANT		SEASONAL		BLACK		WHITE		HISPANIC	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
ORANGE	55.2	116	43.8	92	36.5	76	16.8	35	44.2	92
SEMINOLE	19.3	16	80.7	67	75.6	62	17.1	14	6.1	5
LAKE	40.7	55	59.3	80	53.3	72	13.3	18	31.1	42
SUMTER	31.7	13	68.3	28	53.7	22	24.4	10	22.0	9

TABLE 5

COUNTY BY ETHNICITY AND MIGRANT/SEASONAL STATUS

	MIGRANT		SEASONAL		BLACK		WHITE		HISPANIC	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
ORANGE	57.7	116	34.3	92	32.5	76	44.9	35	60.9	92
SEMINOLE	8.0	16	25.0	67	26.5	62	17.9	14	3.3	5
LAKE	27.4	55	29.9	80	30.8	72	23.1	18	27.8	42
SUMTER	6.5	13	10.4	28	9.4	22	12.8	10	6.0	9

Three-fourths of the black respondents were seasonal farmworkers, while one-fourth of the Hispanics were seasonal farmworkers. Approximately 35 percent of the Whites were migrants. Overall, 55.5 percent of the migrants interviewed were Hispanic (Table 6). Within counties, Orange is predominately migrant. Seminole is mainly seasonal, exhibiting the highest predominance at 80.7 percent.

TABLE 6

ETHNICITY BY MIGRANT/SEASONAL STATUS

	BLACK		WHITE		HISPANIC	
	(%)	(N)	(%)	(N)	(%)	(N)
MIGRANT	28.0	56	14.0	28	55.5	111
SEASONAL	66.2	126	18.4	49	13.9	37

Permanent Residence

Respondents maintained permanent residence in twenty-four different states or countries, although 92.8 percent came from only eight places. Florida was the primary place of residence, accounting for 69.3 percent. Texas was next with 14.1 percent, Mexico with 3.9 percent, Mississippi with 1.5 percent, Michigan 1.3 percent, and Arkansas, Georgia, and Illinois recording 0.9 percent.

Florida residency was given by 91.7 percent of all Blacks, 66.7 percent of Whites, and 36.3 percent of Hispanics. The ethnic breakdown within Florida was 65.6 percent Blacks, 16.3 percent Whites, and 16.6 percent Hispanics. More than 42 percent of all Hispanics interviewed gave Texas as their permanent residency, 12.3 percent of Hispanics gave Mexico.

Migrants resided in twenty-two states or countries. Forty percent (40%) of the migrants and 91.3 percent of the seasonals responded with Florida as their permanent home. Florida, Texas, Mexico, Michigan, Mississippi, Arkansas, and Georgia accounted for 85.2 percent of the migrants.

TABLE 7

PERMANENT RESIDENCE BY MIGRANT/SEASONAL STATUS

(One percent or more)

	BLACK		WHITE		HISPANIC	
	(%)	(N)	(%)	(N)	(%)	(N)
ARKANSAS	0.0	0	5.1	4	0.0	0
FLORIDA	91.7	210	66.7	52	36.3	53
GEORGIA	0.9	2	2.6	2	0.0	0
ILLINOIS	0.4	1	2.6	2	0.7	1
MICHIGAN	0.4	1	2.6	2	2.1	3
MISSISSIPPI	1.7	4	2.6	2	0.0	0
TEXAS	0.0	0	3.8	3	42.5	62
MEXICO	0.0	0	0.0	0	12.3	18

TABLE 8

PERMANENT RESIDENCE BY MIGRANT/SEASONAL STATUS

(Two percent or more)

	MIGRANT		SEASONAL	
	(%)	(N)	(%)	(N)
ARKANSAS	2.1	4	0.0	0
FLORIDA	40.0	78	91.3	241
MICHIGAN	3.1	6	0.0	0
MISSISSIPPI	3.1	6	0.4	1
TEXAS	26.7	52	4.5	12
MEXICO	8.7	17	0.4	1

Respondents from all major farmworker occupations were included in the study. These included citrus pickers, fruit pickers, fruit packers and sorters, vegetable pickers, vegetable packers and sorters, machinery operators,

maintenance persons, and nursery workers. Again, given limited initial statistics on the size and characteristics of the population, it is difficult to assure that the work classifications are exactly representative of the population at large.

The median household size was 4.8. Seventy point one percent (70.1%) had four or more members in the household. Median family size differences would be increased by subtracting single male Spanish-speaking respondents which made up a large percentage of the camp-based crews. Migrants had slightly more single member households, while 68 percent of the two-member households were seasonal.

Camp residents made up 30.1 percent of the sample, 10.9 percent of whom were in company or crew-leader-owned camps, and the remainder in other privately-owned, group residences of a temporary nature. Camps, for the latter category, are defined as a cluster of houses or trailers, under a single ownership, occupied primarily by farmworkers.

Work Characteristics

There were a number of difficulties in obtaining accurate data for wages and duration of work. Many farmworkers did not receive or maintain an earnings statement. Irregular work and the changes in piece rates, often for the same product and within the same week, complicated a strict accounting. Wide fluctuations in weekly production, working alternate crops, cash payments, and withholdings for debts and other obligations, further complicated calculations. Periods of work, regardless of whether one day or seven days, had to be recorded as a week in which the respondent worked. Recalling work experiences, particularly where piece rates were involved, was a time-consuming and painstaking effort. In many cases, working as a family or team and receiving one payment for the group required an attempt to proportionate the actual respondent's own productivity. This was especially difficult for husband and wife partnerships who shared the work, for example, one dislodging the fruit and the other gathering it. However, the care with which this information was pursued, the general candor of the respondents, the opportunity to verify some responses through payroll slips, the probing of extreme responses, and the cross-checking of weekly income by total annual income as

reported by the respondent, leads to the conclusion that work characteristics, including income, are highly reliable. It is probable, too, that exaggerated reports of earnings are balanced by lapses in memory.

Income and Employment

Table 9 shows individual income by ethnicity, migrant/seasonal status, and sex. More than 70 percent of all respondents earned less than $3,000 annually. Over 50 percent of seasonal farmworkers earned less than $2,000 annually. White farmworkers in the $1,000 or less earning category were the lowest of all ethnic groups and claimed $2,000 to $4,000 as their most representative earning levels. More than 25 percent of Black farmworkers 23.1 percent Whites, and 33.2 percent Hispanic earned $3,000 or more. Only 7.8 percent of all earned in excess of $5,000 per year.

TABLE 9
AVERAGE YEARLY WAGES

	$1,000 OR LESS		$1,000 TO $2,000		$2,000 TO $3,000		$3,000 TO $4,000		$4,000 TO $5,000		$5,000 AND OVER	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
MIGRANT	19.9	39	25.5	50	29.6	58	12.8	25	4.6	9	7.7	15
SEASONAL	25.6	67	25.6	67	17.2	45	13.4	34	10.3	27	8.0	21
BLACK	27.0	62	26.0	62	18.3	42	12.6	29	8.7	20	6.5	15
WHITE	30.8	24	26.9	21	19.2	15	6.4	5	7.7	6	9.0	7
HISPANIC	12.4	18	23.4	34	31.0	45	16.6	24	6.9	10	9.7	14
MALE	9.5	23	16.5	40	31.7	77	16.9	41	11.5	28	14.0	34
FEMALE	38.2	84	35.9	79	12.7	28	8.6	19	3.6	8	0.9	2
TOTAL	23.3	108	25.6	119	22.6	105	12.9	60	7.8	36	7.8	36

By sex, the variation is considerable; 74.1 percent of the females occupy the lowest two earning levels, while exactly the same percentage of males fall within the four lowest categories. Twenty-five point five percent (25.5%) males to 4.5 percent females responded as earning over $4,000 per year.

Family Income

Approximately 70 percent of the respondents had more than one member of the family working. Migrants had the largest number of families earning less than $3,000 per year, slightly more than one-third. But, they also had the largest number in the $3,000 to $5,000 category, nearly one-half. Seasonals and Whites were highest in the top income category, over $5,000, with nearly one-third earning at this level. As Table 10 graphically illustrates, an average of one-quarter of the Hispanic families in which more than one member works earns more than $5,000 annually. Over 60 percent of the Hispanic families earn less than $4,000 per year.

TABLE 10

TOTAL FAMILY INCOME

(If more than one member works*)

	MIGRANT		SEASONAL		BLACK		WHITE		HISPANIC	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
UNDER $1,000	3.9	6	4.1	7	2.2	3	5.9	4	5.2	6
$1,000-$2,000	10.4	16	12.3	21	16.6	23	5.9	4	7.7	9
$2,000-$3,000	20.3	31	13.5	23	14.5	20	16.4	15	18.9	31
$3,000-$4,000	35.9	54	21.2	36	26.0	36	28.3	19	29.3	34
$4,000-$5,000	12.4	19	17.0	29	18.1	25	11.8	8	13.8	16
OVER $5,000	16.9	26	31.7	55	22.4	32	31.3	20	25.0	29
$0,000-$3,000	34.6	53	29.9	51	33.3	46	28.2	23	31.8	46
$3,000-$5,000	48.3	73	38.2	65	44.1	61	40.1	27	43.1	50

*Approximately 323 (70%) of the respondents had more than one member of family working.

More than 40 percent of the individual wage earners were paid in cash. Hispanics were significantly more likely to be paid by check, 68.3 percent, Whites least likely, 48.7 percent. Farmworkers residing in grower or crew-leader-owned camps tended to be paid by check more often than others, but still the figure is only 62 percent. While 91.3 percent claimed that Social Security was withheld, there is no certainty as to how many were actually having Social Security payments deposited in their names. One-third earning at this level. As Table 10 graphically illustrates, an average of one-quarter of the Hispanic families in which more than one member works earns more than $5,000 annually. Over 60 percent of the Hispanic families earn less than $4,000 per year.

TABLE 11

HOW OFTEN MATE DOES FARMWORK

	NEVER		SOMETIMES		MOST OF THE TIME	
	(%)	(N)	(%)	(N)	(%)	(N)
MIGRANT	13.1	25	14.1	27	52.4	100
BLACK	11.6	25	8.3	18	36.6	79
WHITE	7.9	6	10.5	8	67.1	51
HISPANIC	15.8	22	15.1	21	51.1	71

Farmwork involves the family unit to an unusually high degree. Of the individuals who have mates, more than 60 percent of all respondents indicated that their mate does farmwork. This figure is highest for Whites and migrants. Combining "sometimes" and "most of the time", the figures go up to 66.5 percent for migrants, 77.6 percent for Whites, and 66.2 percent for Hispanics.

Education

The average grade completed by all respondents was 7.5 (Table 12). Only 12.6 percent of the Black respondents report a twelfth-grade education, while only 9 percent of the Whites and 4.7 percent of the Hispanics did so. Almost 25 percent of White respondents had received less than eight years of education. Blacks were the only respondents who had gone beyond high school. Only 9.8 percent of the respondents had attended twelfth grade of whom almost three times as many were seasonal as migrants; only 4.7 percent were Hispanic. Fifty-three point eight percent (53.8%) of migrants and 69.9 percent of Hispanics had not gone beyond the eighth grade. Seven point four percent (7.4%) of the Hispanics had never attended school. Over 40 percent of all respondents had received a seventh-grade education or less, while only 9.8 percent had attended the twelfth grade, of whom almost three times as many were seasonal as migrant.

Because of the many interruptions to the school year which farmworker children experience, it is quite likely that reading and math levels may be two or three years below that of the actual grade attained.

Table 13 shows the educational level achieved by male and female respondents. The average school year attended by males was 7.39, slightly higher for females at 7.69. Two percent of the men compared with 4.4 percent of the women had never attended school. Ten point four percent (10.4%) of the men and 8.4 percent of the women indicated having gone to the twelfth grade, although the data does not indicate whether it was successfully completed. Education beyond high school was listed by only 1.6 percent of the males and 1.7 percent of the females.

Table 14 shows education attainment of the mates of the respondents, both male and female. Results are somewhat similar to the levels achieved by the respondents, with female mates averaging 7.25 years of education and male mates 6.89.

TABLE 12

HIGHEST GRADE COMPLETED IN PUBLIC SCHOOL

	MIGRANT (%)	(N)	SEASONAL (%)	(N)	BLACK (%)	(N)	WHITE (%)	(N)	HISPANIC (%)	(N)	ALL RESPONDENTS TOTAL
0 years	5.1	10	1.9	5	1.3	3	2.6	2	7.4	11	3.2%
1 years	2.0	4	1.1	3	0.9	2	0.0	0	3.4	5	1.1%
2 years	2.0	4	1.9	5	0.9	2	1.3	1	4.0	6	2.8%
3 years	14.2	28	5.9	13	5.2	12	1.3	1	19.5	29	8.3%
4 years	7.6	15	5.3	14	4.3	10	1.3	1	12.1	18	6.6%
5 years	6.1	12	4.9	13	4.8	11	3.8	3	7.4	11	5.3%
6 years	10.2	20	6.4	17	7.4	17	2.6	2	10.7	16	8.3%
7 years	6.6	13	7.5	20	6.9	17	11.5	9	5.4	8	7.2%
Total completing less than 8 years	53.8	106	33.9	90	31.7	73	24.4	19	69.9	104	42.8%
8 years	11.7	23	13.5	36	11.7	27	29.2	15	11.4	17	12.8%
9 years	10.2	20	13.5	36	14.7	34	20.5	16	3.4	5	12.4%
10 years	10.2	20	15.0	40	14.7	34	17.9	14	7.4	11	12.8%
11 years	7.1	14	9.0	24	11.3	26	9.0	7	3.4	5	7.9%
Total completing from 8 to 11 years	39.2	77	51.0	136	52.4	121	66.6	52	25.6	38	45.9%
12 years	6.1	12	12.8	34	12.6	29	9.0	7	4.7	7	9.6%
13 years	0.5	1	1.1	3	1.7	4	0.0	0	0.0	0	0.9%
14 years	0.0	0	1.1	3	1.3	3	0.0	0	0.0	0	0.6
18 years	0.5	1	0.0	0	0.4	1	0.0	0	0.0	0	0.2

TABLE 13

EDUCATION LEVEL

MALE AND FEMALE RESPONDENTS

GRADE	M	N	F	N
0	2.0	5	4.5	10
1	2.8	2	1.4	3
2	2.0	5	3.6	8
3	9.7	24	6.8	15
4	9.3	23	3.6	8
5	6.1	15	4.1	9
6	10.1	25	6.3	14
7	5.7	14	9.0	20
8	14.6	36	10.9	24
9	9.7	24	15.4	34
10	11.3	2	14.5	32
11	6.5	16	9.5	21
12	10.5	26	8.6	19
13	0.8	2	0.9	2
14	0.8	2	0.5	1
18	0.0	0	0.5	1

TABLE 14

EDUCATION LEVEL

MATES OF RESPONDENTS

GRADE	MALE MATES	N	FEMALE MATES	N
0	4.9	10	3.3	8
1	2.0	4	0.0	0
2	1.0	2	2.0	5
3	8.4	17	9.0	22
4	3.0	6	5.3	13
5	1.0	2	2.9	7
6	5.4	11	7.8	19
7	4.4	9	4.1	10
8	9.4	19	8.2	20
9	6.9	14	14.3	35
10	8.9	18	7.4	18
11	5.4	11	4.9	12
12	4.4	9	6.1	15
13	0.0	0	0.4	1
14	0.0	0	0.8	2

Housing Profile

More than three-fourths of the respondents rented their dwellings. An insignificant number, only 5.9 percent, claimed to be receiving any public housing rental assistance. Ownership, of course, was lowest among migrants, 7 percent, compared with 33.1 percent of seasonals. Ownership was highest in Seminole County for both migrants and seasonal farmworkers, with nearly half for the latter. Six point eight percent (6.8%) of the farmworkers interviewed were living in company-owned camps, 4.1 percent in crew-leader-owned camps. Approximately 25% of those living in camps were Hispanic. More than 50% of the housing facilities were individual, single-family homes, 3.9 percent were duplexes, 17.5 percent were apartments (this includes one-story, multi-residences, barracks, or row housing typical of some labor camps), and 20 percent were trailers.

TABLE 15
OWN OR RENT HOME

	OWN		RENT	
	(%)	(N)	(%)	(N)
MIGRANT	7.0	14	93.0	186
SEASONAL	33.1	87	66.9	176
ORANGE	7.8	9	92.2	106
SEMINOLE	18.8	3	81.3	13
LAKE	1.8	3	98.2	54
SUMTER	7.7	1	92.3	12

TABLE 16

RATIO WITHIN COUNTY - OWN OR RENT HOME

	OWN		RENT	
	(%)	(N)	(%)	(N)
ORANGE	22.0	20	78.0	71
SEMINOLE	46.2	30	53.8	35
LAKE	33.3	26	66.7	52
SUMTER	39.3	11	60.7	17

More than 55% of migrants live in camp-type settings, while 87.9 percent of seasonals live in non-camp residences. Non-camp dwellings were highest for Blacks at 88.3 percent and lowest for Hispanics at 36.7 percent. Grower and crew-leader-owned camps accounted for 21.3 percent of the migrant housing. Seminole and Sumter counties accounted for significantly higher rates of non-camp housing for farmworkers, or 97.6 percent and 85.4 percent respectively.

TABLE 17

LOCATION OF HOUSING

	NON-CAMP		CAMP		GROWER'S CAMP		CREW LEADER'S CAMP		TOTAL CAMPS	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
MIGRANT	42.0	79	36.2	68	13.3	25	8.0	15	57.5	187
SEASONAL	87.9	232	7.2	19	1.9	5	1.5	4	10.6	260
BLACK	88.3	196	8.1	18	0.9	1	2.3	5	11.3	221
WHITE	68.8	53	18.2	14	0.0	0	9.1	7	27.3	74
HISPANIC	36.7	54	38.1	56	19.7	29	4.1	6	61.9	145
ORANGE	54.4	106	31.3	61	9.2	18	3.1	6	43.6	191
SEMINOLE	97.6	80	0.0	0	0.0	0	1.2	1	1.2	81
LAKE	66.4	89	18.7	25	9.0	12	5.2	7	32.9	133
SUMTER	85.4	35	2.4	1	0.0	0	12.2	5	14.6	41

Migrant farmworkers were most likely to live in trailers, 2½ times as many as for seasonals, followed by single dwellings and apartments. Over one-third of Hispanics and Whites lived in trailers, while 68 percent of Blacks recorded single units. Seminole and Sumter counties were significantly high in single dwellings, while nearly half of the housing in Orange County was equally divided between apartments and trailers.

TABLE 18

TYPE OF HOUSING UNIT

	SINGLE		DUPLEX		APARTMENT		TRAILER		OTHER	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
MIGRANT	29.2	57	2.1	4	23.6	46	30.3	59	14.9	29
SEASONAL	66.5	175	5.3	14	12.9	34	12.2	32	3.0	8
BLACK	68.0	157	5.6	13	18.2	42	3.9	9	4.3	10
WHITE	51.3	40	2.6	2	2.6	2	37.2	29	6.4	5
HISPANIC	21.7	31	1.4	2	23.8	34	37.8	54	15.4	22
ORANGE	39.6	80	5.0	10	24.8	50	25.2	51	5.4	11
SEMINOLE	69.5	57	7.3	6	12.2	10	9.8	8	1.2	1
LAKE	48.1	64	1.5	2	15.0	20	21.1	28	14.3	19
SUMTER	75.6	31	0.0	0	0.0	0	12.2	5	12.2	5

Quality of housing was determined by the interviewer using three levels established by the Orange County Department of Community Development. "Standard" indicated that the condition of the house was such that it provided adequate protection from the weather, insects, and offered no apparent danger to the occupants. "Substandard" indicated conditions that provided less than adequate protection and safety, but could reasonably be repaired to meet those conditions. Examples of inadequacies at this level include roof leaks, missing windows and screens, broken floor boards and steps. "Dilapidated" housing was such that renovation was not economically feasible. Determination of conditions was made by observation. Interviewers were trained to recognize the categories and to request assistance when in doubt. Peer interviewers sometimes underestimated negative conditions. The constancy of interviewing in distressed neighborhoods led to a tendency to reevaluate homes, automatically giving the best ones a "standard" classification. Lesser degrees of dilapidation would be shifted to higher categories.

TABLE 19

CONDITION OF HOUSING

	STANDARD		SUBSTANDARD		DILAPIDATED	
	(%)	(N)	(%)	(N)	(%)	(N)
MIGRANT	34.0	66	43.8	85	22.2	43
SEASONAL	30.8	80	44.6	116	24.6	64
BLACK	27.8	63	48.0	109	24.2	55
WHITE	29.5	23	46.2	36	24.4	19
HISPANIC	41.5	59	36.6	52	21.8	31
ORANGE	38.5	77	44.0	88	17.5	35
SEMINOLE	24.4	20	52.4	43	23.2	19
LAKE	35.9	47	46.6	61	17.6	23
SUMTER	7.3	3	22.0	9	70.7	29
NON-CAMP	27.9	86	46.4	143	25.6	79
CAMP	48.2	41	37.6	32	14.1	12
GROWER CAMP	46.7	14	40.0	12	13.3	4
CREW LEADER CAMP	5.6	1	33.3	6	61.1	11

Over 30% of the housing was reported as standard, 44.2 percent substandard, and 23.3 percent dilapidated. Of the 21 farmworker camps in Orange County (this includes company-owned and crew-leader-owned, and other clusters owned by a single owner and occupied primarily by farmworkers), only 7 were approved by the County Health Department. It was the general view of the project staff that farmworker homes in the four counties, both those which were sites of interviews and others observed during field trips, were generally deplorable and not fit for human habitation.

Typical conditions of a majority of the homes included exposure to the elements through walls and ceilings, exposed wiring, in some cases uninsulated, broken and missing windows and screens, inadequate entrance doors, gaps in flooring, unbalanced foundations and structural beams, outdoor water and plumbing, inadequate space and number of rooms for family size,

unsodded yards, and unpaved streets. Rents of $200 per month for dilapidated shacks or two-room, twenty-year-old trailers were common.

The average size of the facility was 3½ rooms. Based on observation, rooms were small with about 100 square feet being typical. Rates and quality of company-owned housing varied considerably. In one case, rather new two-bedroom trailers were rented for $15 per week, including utilities. In another, the charge for a single room without bath, approximately 150 square feet, was two dollars per day per person, or $120 a month for a couple, including minimal utilities. Many rooms were too small to be considered rooms rather partitioned segments of rooms, and it was quite common to observe families of four, five and more occupying quarters of one or two rooms.

This is not to slight the tremendous efforts made by many occupants to obtain some measure of dignity and beauty in their surroundings. It appears that pride and care of housing was directly related to income, stability, and ownership.

Housing conditions were similar for migrants and seasonal farmworkers, with the former occupying a slightly higher percentage of standard housing. This may reflect the fact that migrants were more likely to occupy grower-owned or private camps which are subject to inspection. Fifty percent of private and grower camps were reported as standard housing by interviewers. Two grower-owned camps in Lake County provided the best migrant housing observed in the four-county area.

More than 70% of individual residences were either substandard or dilapidated. In Sumter County, 92.7 percent of the housing was observed to be below standard, 70.7 percent of which were considered dilapidated. In Seminole County 75.6 percent of the single-family dwellings were reported as below standard. Orange County had 44 percent substandard and 17.5 percent dilapidated. Hispanic farmworkers were somewhat more likely to occupy standard housing.

Of those who live in dilapidated housing, 85.8 percent earn $3,000 or less, while only 61.6 percent of those who live in standard housing earn $3,000 or less.

In all four counties, officials readily admitted the drastic shortage of decent housing. In no case were low-income rental projects or units for farmworkers being developed, although Orange County has hesitantly proceeded towards the establishment of a housing authority. Other than some minimal

funds disbursed through Community Development or Community Affairs agencies for repairs, the housing situation is continuing to deteriorate. This situation is further exacerabated by the growingly active sanitation inspection. Consequently and in some instances, particularly in Orange County, condemnation has reduced the housing supply.

As the average monthly cost for housing, $102.95 would seem to be a reasonable figure. The fact that the average home size was 3½ rooms, and that more than two-thirds of the homes were rated as less than standard certainly affects this cost.

Fifteen percent (15%) of the homes did not have water (this includes camps which had centralized plumbing facilities), 27 percent did not have indoor toilets, and 34 percent did not have hot water.

Approximately 55% of the respondents paid for utilities. The mean of the highest monthly utility cost was $63.44. The average of the last month's utility cost was $37.63, both a relatively high figure considering the small homes, the lack of major appliances, the use of kerosene heaters, the people who did not have hot water heaters, single, naked light fixtures, and the lack of air conditioners.

The absolute lack of sufficient, adequate housing, particularly in rural communities, the need to be accessible to work, the tendency to gravitate to housing traditionally allocated to farmworkers, perhaps the fear of living in alien communities, the dependency on crew-leaders to locate housing, and the fact that the need for farmworker housing peaks at the same time as tourist demand, all contribute to the desperate housing situation. While constrained to accept less than fit habitations, farmworkers are themselves aware of the shortcomings. Sixty-four percent stated that they needed a better home, and 43 percent needed home repairs. This rate was even higher among seasonal, permanent residents with 53.2 percent stating that home repairs were needed. Migrants were far more likely to consider the situation temporary and beyond their ability to control. Of the three greatest needs perceived by farmworkers, housing was ranked first by Black and Hispanic farmworkers (see Greatest Needs). When added to home repair, this represented the greatest need of one-quarter of the respondents in all categories except for Whites, where it was still high (16.9%).

Transportation

One of the primary obstacles to reaching services and being accessible to alternative opportunities is the lack of reliable, economical transportation. Orange County has a rudimentary public bus system which does not reach the more rural areas. Some services are provided by local community action agencies and health centers, but scheduling and routes vary according to funding, and the services are so inflexible that farmworkers can use them only at the cost of a full day's work and extended waiting. Most companies provide bus transportation to the fields, and crew-leaders frequently meet the working transportation needs. However, to a great extent, farmworkers are dependent on friends, neighbors, and crew bosses to provide assistance for shopping, medical attention, and other trips.

TABLE 20

ETHNICITY AND MIGRANT/SEASONAL STATUS

WITHOUT A CAR THAT WORKS

	(%)	(N)	
MIGRANT	41.2	82	- Similar
SEASONAL	44.2	114	
BLACK MIGRANT	40.0	22	
BLACK SEASONAL	50.3	84	
WHITE MIGRANT	57.1	16	- Highest migrant without car
WHITE SEASONAL	38.8	19	
HISPANIC MIGRANT	36.4	40	- Lowest without car
HISPANIC SEASONAL	24.3	9	

TABLE 21

RATIO WITHIN COUNTY WITHOUT CAR

	ORANGE		SEMINOLE		LAKE		SUMTER	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
MIGRANT	31.3	36	37.5	6	55.6	30	69.2	9
SEASONAL	48.3	42	43.9	29	28.9	22	71.4	20

More than 55% of all respondents had a vehicle in operating condition. Of those who migrated, 58.8 percent had a car or truck. Hispanic farmworkers were more likely to have a vehicle, whether migrant or seasonal, at 63.6 percent and 75.7 percent respectively. Sumter County had almost an equal percentage of migrant and seasonal farmworkers without cars.

TABLE 22

RESPONDENT'S METHOD OF GETTING TO WORK

	(%)
WALK	10
OWN CAR	45
CREW LEADER GIVES RIDES:	
FREE	18
FOR PAY	17
FRIENDS OR RELATIVES:	
FREE	6
FOR PAY	3
OTHER	2

Less than half used their own car for work. Thirty-five percent (35%) received rides with crew leaders, half of which was for a fee, and 9 percent rode with relatives and friends. Those who used their own cars estimated a weekly average of $18 was spent for transportation.

Cost of Getting to Work and Shopping

As previously mentioned, 57.2 percent of the farmworkers interviewed had a vehicle in operating condition. Almost half of the farmworker population surveyed must make alternate arrangements to go to work and go shopping. This naturally affects their accessibility to needed services, shown in Table 34 to 44 where 12 to 36 percent of those with unmet needs gave transportation problems as the reason.

As shown in Table 23, approximately 79 percent were able to get to work without cost, and slightly less were able to do so for shopping. That means that up to 20 percent procured assistance from crew-leaders, friends, or relatives. Except for work, this presumably was on an irregular basis, and could offer difficulties when meeting agency appointments. Travel expenses for migrants, whether for work or shopping, were somewhat higher than those recorded by seasonal farmworkers. More than 15% of the migrant farmworkers paid 10 or more dollars weekly to get to work with 7.1 percent paying $20 to $24.

TABLE 23

COST OF GETTING TO WORK

DOLLARS	MIGRANT		SEASONAL	
	(%)	(N)	(%)	(N)
0.00	78.2	150	79.9	214
10.00	2.5	5	3.7	10
12.00	6.1	12	6.3	17
20.00	2.5	5	0.0	0
24.00	4.6	9	0.4	1

TABLE 24

COST OF GOING SHOPPING

DOLLARS	MIGRANT		SEASONAL	
	(%)	(N)	(%)	(N)
0.00	75.3	149	72.2	192
2.00	3.0	6	6.4	17
3.00	0.5	1	3.8	10
4.00	1.5	3	1.1	3
5.00	3.0	6	2.6	7
6.00	3.0	6	2.6	7
7.00	0.5	1	2.6	7
8.00	5.1	10	1.5	4
10.00	3.0	6	4.1	11
11.00	1.5	3	0.4	1
12.00	2.0	4	0.8	2

Another indication of the problem is that a car or transportation ranked first as the greatest need of Whites and second for males and Hispanic. A lack of transportation ranked high among the reasons for not getting assistance to meet needs.

Perceptions of Working Conditions

Table 25 lists the working conditions included in the interview showing frequency of response by percentages. It shows the response to conditions by sex, ethnicity, and migrant/seasonal status. The number "1" indicates free responses, that is, the reply given to the interviewers' question, "What do you like or dislike about farmwork?" The other figures represent responses given when the list of predetermined conditions were read. It should be noted that this was a sensitive question and appeared early in the interview. Historically, farmworkers have had little opportunity to explain their attitudes toward farmwork, particularly to outsiders. Additionally, lesser skilled interviewers tended to read the list of conditions and not allow enought time for free, undirected responses to be made. Consequently, it should be assumed that the response frequency, if anything is as strong

as the actual feelings of farmworkers. Nevertheless, taking this into account, a number of categories show a rather high consensus.

For the total surveyed population, too much stooping or bending, no toilets, and bad or low pay ranked 1, 2, and 3 at 71 percent, 67 percent, and 65 percent among the negative conditions. Enjoy travel and working outdoors was overwhelmingly first and second among the positive factors perceived by farmworkers. Thirty-five percent (35%) indicated that the pay was good, 65 percent that it was bad. Discrimination was noted by only 30 percent of the respondents. This should not be taken to mean that discrimination does not exist. Inasmuch as a large number of crews are composed of one ethnic or racial group, obvious, daily discrimination may not be apparent along racial or ethnic lines. In the menial categories, women play as active a role as men to the extent of their physical abilities. Treatment by the crew-leader, whether good or bad, is usually accorded to all equally.

Whites and seasonal workers were less likely to mention farmwork as being dangerous, and Hispanics and migrants most likely to do so. Irregardless, well over 50 percent either mentioned or agreed that this was true. Women were least likely to enjoy outdoor work, Hispanics most likely. The majority believed the pay was poor, women slightly more often than men, and was the highest rate of all conditions in the voluntary response, averaging approximately 30 percent with 42.3 percent, or the highest, among Whites.

Surprisingly, Whites, almost at a ratio of 2 to 1 mentioned or agreed that they experienced discrimination (51.2%) with a lesser variation between males and females. Stooping or bending over was noted similarly by all classifications of subjects, as was pesticides and sprays. In the latter, about 10 percent of the population volunteered this as a problem (twice as many women as men). Overall, 52 percent of the farmworkers indicated this as a condition of their work.

Approximately 65% did not find their work interesting. Seventy-two percent (72%) did not enjoy changing jobs. The highest rate among those who enjoyed changing jobs were the Hispanics and migrants, although only 6 percent in each group mentioned this. They, too, were the highest in terms of enjoying travel. The problem of irregular work was over 50 percent and was mentioned by one-fifth to one-third of the respondents.

An average of 10 percent by categories mentioned the lack of toilets at work as a concern, with nearly 70 percent indicating this as a problem.

TABLE 25

WORKING CONDITIONS

1. Mentioned response
2. Agreed response
3. Total

	#	MALE (%)	MALE (N)	FEMALE (%)	FEMALE (N)	BLACK (%)	BLACK (N)	WHITE (%)	WHITE (N)	HISPANIC (%)	HISPANIC (N)	MIGRANT (%)	MIGRANT (N)	SEASONAL (%)	SEASONAL (N)
DANGEROUS	1	22.1	55	20.1	45	18.4	44	11.5	9	31.3	47	30.0	60	14.6	39
	2	41.8	104	44.2	99	44.9	105	47.4	37	38.7	58	43.5	80	42.5	124
	3	63.9	159	64.3	144	63.7	149	58.9	46	70.0	105	73.5	130	57.1	143
ENJOY WORKING OUTDOORS	1	19.7	49	6.2	14	10.7	25	12.8	10	17.2	26	15.4	31	11.6	31
	2	46.6	116	43.1	97	46.6	109	39.7	31	42.4	64	46.8	94	43.7	117
	3	66.3	165	49.3	111	57.3	134	52.5	41	59.6	90	62.2	125	55.3	148
GOOD PAY	1	12.4	31	9.3	21	11.5	27	9.0	7	9.3	14	8.5	17	13.1	35
	2	27.7	69	21.8	49	26.5	62	17.9	14	25.8	39	27.9	56	22.0	59
	3	40.1	100	31.1	70	38.0	89	26.9	21	35.1	53	36.4	73	35.1	94
BAD OR LOW PAY	1	31.7	79	29.3	66	28.2	66	42.3	33	28.5	43	34.8	70	26.9	72
	2	32.1	80	37.3	84	32.9	77	24.4	19	43.7	66	34.8	70	35.4	95
	3	63.8	159	66.6	150	61.1	143	66.7	52	72.2	109	69.6	140	62.3	167
DISCRIMINATION	1	8.1	70	6.2	14	5.1	12	17.9	14	4.7	7	8.5	17	6.3	17
	2	19.4	48	26.7	60	26.9	63	33.3	26	12.0	18	19.0	38	25.4	68
	3	27.5	118	32.9	74	32.0	75	41.2	40	16.7	25	27.5	55	31.7	85
TOO MUCH STOOPING OR BENDING OVER	1	17.3	43	23.1	52	20.5	48	20.5	16	19.2	29	20.4	41	19.4	52
	2	49.8	124	52.0	117	45.7	107	57.7	45	56.3	85	54.7	110	48.1	129
	3	67.1	167	75.1	169	66.2	155	78.2	61	75.5	114	75.1	151	67.5	181
POISON SPRAY	1	6.8	17	12.0	27	8.1	19	7.7	6	11.9	18	10.9	22	8.2	22
	2	42.2	105	43.6	98	42.3	99	47.4	37	43.0	65	44.3	89	41.8	112
	3	49.0	122	55.6	125	50.4	118	55.1	43	54.9	83	55.2	111	50.0	134
INTERESTING WORK	1	7.6	19	2.2	5	3.8	9	3.8	3	7.9	12	7.0	14	3.4	9
	2	34.5	86	28.0	63	31.6	74	33.3	26	30.5	46	35.3	71	28.7	77
	3	42.1	105	30.2	68	35.4	83	37.1	29	38.4	58	42.3	85	32.1	86
NO TOILETS	1	9.6	24	13.8	31	9.9	23	16.7	13	12.6	19	12.5	25	10.8	29
	2	55.8	139	55.4	124	60.9	142	60.3	47	46.4	70	53.0	106	57.1	153
	3	65.4	163	69.2	155	70.8	165	77.0	60	59.0	89	65.5	131	67.9	182
ENJOY CHANGE OF JOBS	1	4.8	12	0.9	2	1.7	4	1.3	1	6.0	9	5.5	11	0.7	2
	2	25.3	63	26.2	59	22.2	52	15.4	12	36.4	55	32.3	65	20.5	55
	3	30.1	75	27.1	61	23.9	56	16.7	13	42.4	64	37.8	76	21.2	57
NO REGULAR WORK	1	16.9	42	23.6	53	17.9	42	37.2	29	15.2	23	20.9	42	19.4	52
	2	32.1	80	36.4	82	35.9	84	29.5	23	33.8	51	40.3	81	29.1	78
	3	49.0	122	60.0	135	53.8	126	66.7	52	49.0	74	61.2	123	48.5	130
ENJOY TRAVEL	1	3.6	9	1.3	3	1.7	4	1.3	1	4.0	6	4.5	9	1.1	3
	2	34.1	85	24.4	55	29.9	70	17.9	14	34.4	52	42.8	86	19.8	53
	3	37.7	94	25.7	58	31.6	74	19.2	15	38.4	58	47.3	95	20.9	56
HEALTH INSURANCE	1	4.4	11	4.4	10	3.0	7	5.1	4	6.6	10	5.5	11	3.0	8
	2	47.0	117	47.1	106	44.9	105	56.4	44	46.4	70	49.8	100	45.5	122
	3	51.4	128	51.5	116	47.9	112	61.5	48	53.0	80	55.3	111	48.5	130
WORK IN BAD WEATHER	1	10.4	26	9.9	22	9.4	22	9.0	7	11.9	18	13.4	27	7.5	20
	2	39.4	98	46.2	104	41.9	98	47.4	37	42.4	64	47.8	96	39.2	105
	3	49.8	124	56.0	126	50.3	120	56.4	44	54.3	82	61.2	123	46.7	125

Over 50 percent of farmworkers interviewed mentioned or agreed that the lack of health insurance was a problem. Hispanic and migrants mentioned this most, while Whites gave it the highest rate of agreement, 56.4 percent.

As to working in bad weather, 10 percent of all respondents volunteered this response, and another 43 percent agreed when the item was mentioned. Migrants gave the highest response at both levels, or a total of 61.2 percent. The question did not detail what actual weather conditions were aggravating but in conversations, it appears that both heat and cold, as well as rain, play a role.

Attitudes toward conditions are only secondarily a function of the condition itself. Feeling that one is constrained to do a particular kind of work, alienation from the mainstream of society, lack of power to effect change, limited real opportunities, educational deprivation, the necessity to put all one's energies into work, following patterns of fathers and grandfathers, a low level of leadership, and expectations conditioned by habits and social forces might all possibly lead to a degree of passivity in regard to analyzing present conditions and opting for changes.

For purposes of assessing farmworkers' perceptions regarding who or what could improve working conditions, responses were recorded in two ways. Unsolicited replies were first recorded, then a list of possibilities was suggested and respondents could indicate agreement if they felt one or more would improve working conditions. Table 22 illustrates responses mentioned for something or someone who could improve conditions versus those responses which farmworkers, upon hearing, agreed might improve conditions.

As to who or what can make working conditions better for the farmworker, 26 percent mentioned crew-leaders, 23 percent growers, 12 percent a farmworkers union, and 11 percent farmworkers working together. Approximately 67 percent of all respondents indicated that the government could help to improve working conditions. Only 6 percent mentioned that they, themselves could improve conditions.

Nearly 60% believed farmworkers working together was an answer with 45% stating that a farmworkers union as representing that possibility. Further conversation often revealed that there were negative associations attached to unions other than the United Farmworkers Union, and that this experience colored attitudes toward that particular union. Also, when looked at along ethnic lines, the United Farmworkers Union was conceived more favorably by Hispanic and migrants than others, indicating that the Union may be perceived as ethnically biased.

TABLE 26

WHO CAN IMPROVE WORKING CONDITIONS

1. Mentioned response
2. Agreed response
3. Total

	#	MALE (%)	MALE (N)	FEMALE (%)	FEMALE (N)	BLACK (%)	BLACK (N)	WHITE (%)	WHITE (N)	HISPANIC (%)	HISPANIC (N)	MIGRANT (%)	MIGRANT (N)	SEASONAL (%)	SEASONAL (N)
CREW BOSS	1	24.4	60	28.1	63	26.6	62	35.9	28	20.9	31	23.2	46	28.5	76
	2	35.0	86	34.8	78	35.2	82	26.9	21	37.2	55	38.9	77	31.5	84
	3	59.4	146	62.9	141	61.8	144	62.8	49	58.1	86	62.1	123	60.0	160
OWNERS OR GROWERS	1	27.2	67	19.2	43	22.3	52	23.1	18	24.3	36	20.2	40	26.2	70
	2	46.7	115	46.9	105	48.1	112	57.7	45	41.2	61	46.5	92	47.2	126
	3	73.9	182	66.1	148	70.4	164	80.8	63	65.5	97	66.7	132	73.4	196
FARMWORKERS UNION	1	13.8	34	9.8	22	10.3	24	10.3	8	16.2	24	16.7	33	8.6	23
	2	35.4	87	30.8	69	31.8	74	26.9	21	39.2	58	37.4	74	30.3	81
	3	49.2	121	40.6	91	42.1	98	37.2	29	55.4	82	54.1	107	38.9	104
FARMWORKERS WORKING TOGETHER	1	10.6	26	12.1	27	9.9	23	9.0	7	15.5	23	13.1	26	9.4	25
	2	51.6	127	43.8	98	48.9	114	50.0	39	44.6	66	48.5	96	47.2	126
	3	62.2	153	55.9	125	58.8	137	59.0	46	60.1	89	61.6	122	56.6	151
GOVERNMENT	1	25.6	63	19.2	43	14.2	33	33.3	26	29.1	43	31.3	62	16.1	43
	2	47.2	116	42.0	94	51.9	121	42.3	33	35.1	52	38.9	77	49.8	133
	3	72.8	179	61.2	137	66.1	154	75.6	59	64.2	95	70.2	139	65.9	176
MYSELF	1	8.1	20	4.5	10	8.6	20	3.8	3	4.7	7	7.6	15	5.6	15
	2	28.0	69	23.2	52	29.2	68	19.2	15	21.6	32	25.8	51	25.8	69
	3	36.1	89	27.7	62	37.8	88	23.0	18	26.3	39	33.4	66	31.4	84

The low response in this category should not be surprising. Few of the workers interviewed had received any information regarding the United Farmworkers Union, its goals, and functions. There is little organizing activity in the counties surveyed. There is very little cohesive organizational experience of any kind in which farmworkers, or the poor, have been included. Unlike many other areas in the Southeast, Community Affairs and Community Action agencies have maintained a low profile when it comes to assisting the poor in achieving a degree of power in political and social life. Voters rights education has been minimal, and in many instances, the people interviewed lived in communities which had a history of political repression. Isolation, poverty, transiency, and cultural differences further inhibit the development of common efforts among the poor. Rare instances where community groups get together to achieve a purpose are cited for their very rarity.

In view of the historical, social, and environmental conditions that obstruct working together, there is, nevertheless, a high response to the awareness that this is a key method for effecting change. This should be interpreted in the light of general powerlessness and fear felt by the farmworker. This is understandable inasmuch as growers and their representatives are reluctant to even use the term "union" in discussions with reference to agriculture. A labor manager of one very large firm initially refused to allow interviewers access to their employees residing in a labor camp because the response "Farmworkers Union" appeared in the questionnaire. An anxious reaction of this sort no doubt influences worker willingness to talk about such concepts.

Perceptions of power/powerlessness and a lack of hope for change were measured by responses to the question, "What do you feel are the chances of farmworking conditions getting better?" Possible responses were hopeless, some hope of change, and great hope of change.

Thirty-eight point five percent (38.5%) of the respondents stated that there was no hope for improvement in farmworking conditions. The remainder were divided among some hope, 51.1 percent, and great hope, 10 percent. Major variations in response were found among females and Whites where 45.5 percent and 52.6 percent believed the condition was hopless. There was little variation by age of respondents.

TABLE 27

CHANCE OF FARMWORKING CONDITIONS IMPROVING

	HOPELESS		SOME HOPE		GREAT HOPE	
	(%)	(N)	(%)	(N)	(%)	(N)
MIGRANT	39.9	79	48.5	96	11.1	22
SEASONAL	38.0	101	52.3	139	9.4	25
MALE	31.8	78	55.5	136	12.2	30
FEMALE	45.5	102	46.4	104	7.6	17
BLACK	39.5	92	49.4	115	10.7	25
WHITE	52.6	41	38.5	30	9.0	7
HISPANIC	31.3	46	58.5	86	10.2	15

Response to the question, "Why do you feel this way?" in regard to the chance of farmwork conditions improving was extremely high, with 98 percent giving a reply. Interviewees were allowed to respond freely, not given a choice of answers. Most responses can be grouped into positive and negative categories. On the scale of hopeful attitudes, "faith" was first both for migrants and seasonal workers at 14.4 percent and 11.3 percent respectively. The highest negative view was "wages failing to meet costs" at 14.9 percent for migrants, and "has seen no improvement" at 13.6 percent among seasonal workers. Eliminating "faith", approximately 30 percent expressed a positive attitude, and 40 percent a negative one.

A considerable number saw increased mechanization as a threat. This was the third highest choice by migrants (9.2%) and the second by seasonals (11.3%). A farmworkers union was also a strong selection, surprisingly moreso among seasonals (10.2% versus 7.2%). It may be that a greater sense of security among seasonal farmworkers induced the higher response. Many of the migrants are employed and housed by large companies which look askance at union activity.

TABLE 28

WHY FEEL CHANCE OR NO CHANCE

OF FARMWORKING CONDITIONS IMPROVING

	MIGRANT		SEASONAL	
	(%)	(N)	(%)	(N)
HAS NOTED IMPROVEMENT	8.7	17	7.5	20
HAS NOTED NO IMPROVEMENT	12.3	24	13.6	36
LACK OF GOVERNMENT CONCERN	1.5	3	1.1	3
INCREASING GOVERNMENT CONCERN	4.6	9	4.2	11
WAGES IMPROVING	5.1	10	4.5	12
WAGES FAILING TO MEET COSTS	14.9	29	7.5	20
WORKING CONDITIONS IMPROVING	3.1	6	4.9	13
WORKING CONDITIONS WORSENING	2.1	4	3.8	10
DIFFICULTY IN LOCATING WORK	1.5	3	2.3	6
INCREASED MECHANIZATION	9.2	18	11.3	30
FAITH	14.4	28	11.3	30
FARMWORKERS UNION	7.2	14	10.2	27

Another indication of attitudes toward farmwork can be found in the responses given to the question, "If you could do another kind of work, what would you like to do?" It is possible that some respondents felt forced to indicate alternative work even if they were satisfied in what they were doing. However, they were under no obligation or pressure to answer any questions in the interview, nor to submit to the interview at all. This question, again, was a free-item response with no choices or suggestions offered by interviewers. Considering the fact that for many farmworkers, farmwork is the only opportunity that they see as practical, mentioning other alternatives is indeed significant. Eighty-five point one percent (85.1%) males and 93.1 percent females gave alternative work preferences. Interests were scattered over twenty-two occupational categories, with construction most popular for men at 16.7 percent and medical services among women at 16.8 percent. Frequent choices by Hispanics were medical services and self-employment in agriculture. Blacks selected clerical and construction work, while Whites chose mechanics and self-employment in agriculture. All of the choices require some level of skills and educational experience not pertinent to farmwork.

TABLE 29

PREFERRED TYPE OF WORK

	MALE		FEMALE		BLACK		WHITE		HISPANIC		MIGRANT		SEASONAL	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
MEDICAL SERVICES	1.7	4	16.8	37	8.9	20	6.8	5	9.6	14	8.2	16	9.4	24
CLERICAL	2.1	5	13.6	30	9.3	21	6.8	5	6.8	10	7.2	14	8.2	21
FOOD SERVICES	0.9	2	4.1	9	2.2	5	5.4	4	1.4	2	3.6	7	1.6	4
SOCIAL WORK	0.0	0	4.5	10	3.1	7	2.7	2	0.7	1	1.0	2	3.1	8
CONSTRUCTION	16.7	39	0.9	2	10.7	24	5.4	4	8.2	12	9.3	18	9.0	23
MECHANIC	8.5	20	1.4	3	3.1	7	8.1	6	6.2	9	6.2	12	4.3	11
COSMETOLOGY	0.0	0	2.3	5	0.4	1	4.1	3	0.0	0	0.5	1	1.6	4
TAILORING	0.4	1	2.7	6	0.4	1	1.4	1	3.4	5	1.5	3	1.6	4
RETAIL SALES	0.4	1	3.6	8	11.3	3	4.1	3	2.1	3	2.6	5	1.6	4
EDUCATION	0.4	1	3.2	7	0.9	2	4.1	3	1.4	2	1.0	2	2.4	6
DAY CARE	0.0	0	5.0	11	2.7	6	1.4	1	2.7	4	2.1	4	2.7	7
DOMESTIC	2.1	5	10.0	22	9.3	21	5.4	4	1.4	2	1.0	2	9.4	24
LICENSED PROFESSIONAL	5.6	13	1.4	3	2.7	6	0.0	0	6.8	10	5.2	10	2.4	6
SELF-EMPLOYED AGRICULTURAL	10.7	25	2.7	6	4.0	9	10.8	8	8.9	13	9.8	19	4.3	11
SELF-EMPLOYED NON-AGRICULTURAL	4.7	11	2.3	5	3.1	7	8.1	6	1.4	2	3.6	7	3.5	9
FACTORY LABOR	3.4	8	4.5	10	4.0	9	8.1	6	2.1	3	5.7	11	2.7	7
FULL-TIME HOMEMAKER	0.4	1	4.5	10	0.9	2	2.7	2	4.8	7	2.1	4	2.4	6
OTHER FARMWORK	9.4	22	6.8	15	8.9	20	5.4	4	8.2	12	7.7	15	8.6	22
PROFESSIONAL DRIVER	9.8	23	0.5	1	4.9	11	2.7	2	7.5	11	7.2	14	3.9	10
LAW ENFORCEMENT	3.4	8	0.0	0	1.3	3	0.0	0	3.4	5	2.1	4	1.2	3

Greatest Needs

It is highly evident that there is a vast quantity and variety of unfilled needs. In response to the question, "Do you have a need right now for ...?", a mean of 46 percent responded to 11 categories of need. The highest needs were for a better home, 64 percent, health and dental care, 58 percent and 60 percent, getting a high school diploma, 60 percent, and a full-time job, 53 percent. The strength and validity of these needs are reaffirmed in the item that asked, "What is your greatest need?"

In response to the question, "What is your greatest need right now?", housing was first among all categories of respondents except for White farmworkers. This population stated that a full-time job and transportation, both at 16.9 percent, were the greatest needs. When combined with the response to a need for home repair, nearly one-quarter of the population indicated a housing need. Hispanics were highest stating a need for a better home, at 23.3 percent, and Blacks highest for home repair, 11.2 percent. The next highest single category of need was transportation or car by males (12.3%) and Whites (16.9%), and help paying bills for females (8.5%) and Whites (9.1%).

Housing and home repair were generally first whether analyzed by sex or ethnicity, and represented about one-quarter of the population stating this as their primary need. When combining the categories of job, full-time job, and job out of farmwork, these needs averaged 22 percent, with a high of 31.2 percent for Whites and a low of 17.7 percent for Hispanics.

Whether migrant or seasonal, a full-time job or employment was seen as the primary way of meeting their greatest needs. Twenty-two percent (22.0%) of the migrants interviewed and 20.5 percent of the seasonals gave this response. Increased income was second among choices made by seasonal workers, 14.3 percent. Both viewed agency assistance as relatively important.

It should be remembered that this question does not give a true picture of the totality and variety of need, but does give some hint of intensity. The response was to the "greatest need right now," and consequently respondents were forced to select needs which were uppermost on their minds at the moment. Interviewers were trained to solicit further response if money was stated as a greatest need. Field-testing indicated that in almost all cases, money would be stated as the first greatest need.

TABLE 30

GREATEST NEEDS

	MALE		FEMALE		BLACK		WHITE		HISPANIC		MIGRANT		SEASONAL	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
HOUSING	16.9	41	19.3	43	15.5	36	15.6	12	23.3	34	19.4	38	17.4	46
HOME REPAIR	6.6	16	7.6	17	11.2	26	1.3	1	3.4	5	4.1	8	9.4	25
FOOD	4.1	10	6.3	14	6.0	14	1.3	1	4.8	7	5.6	11	4.5	12
EDUCATION	4.5	11	7.2	16	7.3	17	7.8	6	2.7	4	4.6	9	6.8	18
CAR/TRANSPORTATION	12.3	30	7.6	17	8.2	19	16.9	13	10.3	15	12.2	24	8.3	22
CHILD CARE	1.2	3	1.8	4	1.3	3	1.3	1	2.1	3	1.5	3	1.5	4
JOB	3.3	8	4.9	11	3.9	9	6.5	5	2.7	4	6.1	12	2.6	7
FULL-TIME JOB	9.5	23	11.7	26	10.3	24	16.9	13	7.5	11	9.2	18	11.7	31
JOB OUT OF FARMWORK	9.9	24	5.4	12	8.2	19	7.8	6	7.5	11	9.2	18	6.8	18
TOTAL WANTING JOB/ OTHER JOB	22.7	55	22.0	49	22.4	52	31.2	24	17.7	26	24.5	48	21.1	56
MEDICAL CARE	2.1	5	4.0	9	3.0	7	0.0	0	4.1	6	5.1	10	1.5	4
HELP PAYING BILLS	6.6	16	8.5	19	7.7	18	9.1	7	6.8	10	5.1	10	8.3	22
CLOTHING	4.1	10	3.1	7	3.9	9	2.6	2	4.1	6	3.1	6	4.5	12
FURNITURE	0.8	2	1.8	4	2.6	6	0.0	0	0.0	0	1.5	3	1.1	3
LEAVE AREA	1.2	3	2.2	5	0.0	0	2.6	2	3.4	5	2.0	4	1.5	4
HELP WITH FAMILY PROBLEM	1.6	4	1.3	3	0.9	2	0.0	0	3.4	5	2.6	5	0.8	2

How Greatest Need Can Be Met

In looking at the ways the greatest needs of the respondents could be met, a job or full-time employment was overwhelmingly first at about 21 percent for all respondents except Hispanics.

Hispanic farmworkers stated that assistance from service agencies was the way to have their greatest need met. White and Black farmworkers placed the agencies second as the most likely way to meet their first greatest need.

Close to 80 percent of the farmworkers interviewed responded to this item. These reasons should be considered with others such as increased income, education, and vocational training, as indicative of the farmworker's desire to improve the condition of his or her life. Ways of meeting needs were generally similar by sex, ethnicity, and migrant/seasonal status, although Whites tended to give somewhat more importance to vocational training.

TABLE 31

HOW GREATEST NEED CAN BE MET

	MALE		FEMALE		BLACK		WHITE		HISPANIC		MIGRANT		SEASONAL	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
FULL-TIME JOB/EMPLOYMENT	20.7	49	22.6	49	21.8	50	25.7	19	19.1	27	22.0	42	20.5	53
ASSISTANCE FROM SERVICE-PROVIDING AGENCY	11.8	28	20.7	45	14.4	33	6.8	5	23.4	33	19.4	37	13.5	35
VOCATIONAL TRAINING	3.8	9	2.8	6	3.5	8	5.4	4	2.1	3	4.2	8	2.7	7
INCREASED INCOME	11.4	27	8.8	19	12.2	28	13.5	10	5.7	8	5.2	10	14.3	37
CREDIT/LOAN	4.2	10	1.8	4	2.6	6	1.4	1	5.0	7	2.6	5	3.5	9
SAVE MONEY	3.8	9	1.8	4	3.5	8	2.7	2	2.1	3	2.1	4	3.5	9
TRANSPORTATION	4.2	10	2.8	6	3.1	7	5.4	4	3.5	5	3.7	7	3.5	9
EDUCATION	3.4	8	2.3	5	4.4	10	1.4	1	1.4	2	2.1	4	3.5	9
NEW INDUSTRY/JOBS	0.4	1	0.0	0	2.2	5	0.0	0	0.0	0	0.5	1	1.5	4
LEAVE AREA	2.5	6	1.8	4	4.0	3	1.4	1	4.3	6	3.7	7	1.2	3

For meeting second and third greatest needs, full-time employment again remains a significantly high response with assistance from a service-providing agency as the second choice.

Sadly, whether for first, second, or third ways of meeting greatest needs, sizeable numbers either had no answer or did not know. This inability to foresee how their needs might be met would, of course, increase the feeling of having no chance of getting them met, as indicated in Table 27 in which close to one-third of the respondents felt no chance, and one-half only indicated some chance. Women were more likely to feel hopeless about getting their needs met than were men.

TABLE 32

CHANCE OF HAVING GREATEST NEED MET

	NO CHANCE		SOME CHANCE		GOOD CHANCE	
	(%)	(N)	(%)	(N)	(%)	(N)
MALE	26.0	60	48.9	113	19.5	45
FEMALE	31.6	68	48.8	105	17.2	37
BLACK	27.0	60	49.5	110	20.3	43
WHITE	34.7	60	50.7	38	13.3	10
HISPANIC	30.2	42	46.0	64	17.2	24
MIGRANT	30.9	58	46.8	88	17.6	33
SEASONAL	27.3	69	50.2	127	19.0	48

Considering needs being met, an average of 76 percent for all categories replied negatively. For example, 85 percent of those with a need for a full-time job were not getting this need met. Ninety-one percent (91%) of those wishing a high school diploma were in the same category. Primary among the reasons for not getting needs met was not knowing who to see. Thirty-eight percent of respondents indicating a need for a full-time job did not know who to see. With the exception of transportation, in all categories where needs were not being met the reasons relate to agency/client dissatisfaction or lack of information.

In terms of particular service agencies, tables indicate a high level of dissatisfaction. The Employment Service was given the highest level of not being satisfied at 59 percent of those who used the service. It had a relatively high level of recognition at 77 percent. Workmen's Compensation was next in terms of dissatisfaction at forty-four percent (44%) and Manpower close behind at forty-two percent (42%). Manpower had one of the lowest recognition levels of thirty-seven percent (37%) along with Adult Migrant Education which had a low rate of dissatisfaction at sixteen percent (16%).

Eligibility problems were the primary reasons for not being satisfied with Unemployment Compensation, Workman's Compensation and Manpower. Feelings of poor service, 79 percent, and not enough aid, 51 percent, were given as reasons for dissatisfaction of those who used Manpower and the Employment Service.

Eligibility problems in these instances refer not to those who are excluded by law because there is no apparent need, but to those who perceive a need and yet cannot meet some of the technical requirements, falling on the borderline, or failing for some reason to present all the factors in their case. Inadequate documentation of wages have precluded some from earning unemployment benefits. Others have been stymied from receiving Workmen's Compensation either by working for an employer who was not covered, or being denied support by the employer in filing a claim. It is probable that a number of injuries and illnesses are job related although they are not accorded such justification, e.g. pesticide poisoning, allergies, contaminated drinking water, improper sanitation, heat exposure, back injuries, etc. With CETA, the requirement for being unemployed, without considering the degree of prior employment and wages, impede many who could utilize the resources. The purchasing requirements for Food Stamps represent another obstacle.

Poor service has a number of interpretations including delays from intake to service delivery, paperwork and details, waiting lines, undignified receptions, poor communication channels, including lack of bilingual personnel, incomplete understanding of requirements by staff, etc. Not enough aid refers to the level of aid available. For example, the Employment Service tends to react primarily with farmworkers as a referral to potential employers. It apparently fails to provide sufficient time in counseling,

motivation, problem solving, or coordinated planning and referral regarding other agencies.

Pilot project personnel encountered specific examples of farmworkers receiving poor services. One client was referred to a job without the benefit of a map for direction, only to find that the job had been filled several days previously. The employment specialist stated that it was not a policy to call beforehand to verify an opening. In another case, a farmworker client who had slept with his family in a car the previous two days was referred while in a very unkempt state to a job which required public contact. He was given no advice nor any opportunity to get into a presentable shape. In many cases, particularly for farmworkers, a mechanical listing of jobs would serve the same function. In another instance, a farmworker was asked to return to the office on another day since the farmworker specialist was not in. There was no recognition that the specialist, who already had a vast territory to serve, was an additional service, and not a substitution.

Most importantly is the failure to plan and prescribe with consideration for the multiplicity and interdependency of needs among farmworkers. Agencies by and large stick to their own speciality, and only when other needs are apparent and the intake counselor concerned and informed is the client referred elsewhere for additional service. This sort of referral has a number of built-in deficiencies. First of all, the client may not even make the contact due to depression, haziness about what is available, lack of transportaton and time, or simple fatigue as a result of having been referred to a number of agencies already. Second, he or she may find another appointment is required, a waiting line exists, further paperwork is necessary, or he or she is not eligible although this service is needed to compliment another for which the person is indeed eligible.

When discussing needs, it should be apparent that very few of them can be taken in isolation. A full-time job might require dental treatment, a high school diploma, and of course, an adequate diet. In some cases child care is necessary. With a full-time job, many of those needs can be met by the individual, including additional ones such as home improvement, meeting utility obligations, and health insurance. All of these possibilities might be jeopardized without transportation.

This study affirms that by and large farmworkers are interested in other employment opportunities. There is a general dissatisfaction with farmwork,

mainly due to wages and working conditions. No doubt, improvements in this area would increase the value of farmwork and lessen pressures for other occupations. Many farmworkers had parents and grandparents who, too, were farmworkers, indicating that limited opportunities determined their occupational choices. Only 36 percent saw their work as interesting. Thirty-eight point five percent (38.5%) saw no hope of conditions improving and 29 percent felt no hope of getting their major need met.

Not only does the data reveal an overwhelming quantity of unmet needs, but it can be interpolated, both from the data and personal contact with farmworkers, that other characteristics of this population reduce the chances of making best use of supportive services. For example, what is sometimes known as apathy or interpreted as passivity may be despair or simple fear. Except in isolated circumstances, farmworkers do not usually, either individually or in groups, make their predicament known. Particularly in the four-county area surveyed, farmworkers have not been known for attempting a "redress of grievances." Without this countervailing force, stemming directly from the demands and perceived needs as stated by the farmworker himself, agencies have little pressure to provide other than minimal services.

Other obstacles include poor health arising from inadequate medical treatment and nutrition, as well as hazards of the job. This dissipates energy and reduces the kind of determination necessary to improve one's situation. Feelings of hopelessness, mentioned earlier, debilitate positive action. A lack of education (7.5 years is the average) affects the mathematical and linguistic skills necessary for upward mobility. General treatment by society, crew-leaders, and agencies can only lead to an attitude of dependency and despondency. Instead of service provision being modeled on a developmental concept, with room for emergency needs, its basic tendency is routine and endless assistance to the needy.

Probably, with a drastic improvement in farmworker wages, concomitant to the skills and energy required, the irregularity of the work, and its vitalness to American health, most of the needs could be met individually. Until full and meaningful employment is a reality, all the agencies mentioned in this study play a full and important role in helping to assure a decent standard of living. What is required is not curtailment or elimination of the agency, but a determination to operate under a different premise and to interrelate in a consistent, meaningful way.

Income by Selected Weeks

In order to support the need for services, it is important to obtain an accurate accounting of farmworker income. Other estimates, made by state and federal organizations, have weaknesses in their data. These include inadequate sampling procedures and failure to consider working units larger than ones which receive only one check, that is, who are all paid under one Social Security number. This is a widespread practice, especially among Hispanic families. Also, while the mean income is given there is no indication of how many people fall above or below the mean. Even though large numbers of individuals may earn well below the mean, the average may be weighted upwards by only a few who make considerably higher than the mean. Other deficiencies include the failure to provide an income picture spanning an entire year, showing high and low income periods or to mention unemployment and under-employment periods. Most studies also do not relate hourly rates to actual hours worked, as the hours worked admittedly are frequently adjusted by crew-leaders.

Hourly wages are extremely stable, primarily set at the minimum level of $2.65. For piece work, wages vary considerably by product, price established, ability of the picker, with wide variations according to the time worked. The length of time worked, particularly on a piece-rate basis, depended on a number of factors. These included weather, field conditions, fruit maturity, quality of the product and condition of trees, the ability of the crew-leader to assemble and motivate a crew and negotiate prices, and of course, the skill and energy of the picker. Unverified impressions also indicate that attitudes played a part in determining how much was earned. Frequently, crew-leaders reported that workers determined beforehand how much they desired to earn during a particular day or week and worked accordingly. According to these reports, changes in piece wages did little to lengthen working periods. This situation, if common, may be promoted by the frequency of cash payments on a daily or weekly basis.

It should be noted that in all job categories, income level is below that typically recorded in other farmwork income data reporting systems. This remains true even when the female population is adjusted downward to reduce possible sampling error. The likely explanation lies in the accounting procedures employed in other data gathering institutions. For example, insufficient account is given to large numbers of farmworkers who work under one

Social Security card. Additionally, respondents who work for stable companies and crews, as well as relatives of farm operators, crew-leaders who also pick, small-farm owners, and those with higher paying jobs (machinery operators, foremen, etc.) tend to inflate the income average and misrepresent the true picture. The sporadic laborer, many of whom are elderly, working for daily cash wages, and those under crew-leaders who fail to maintain an accurate or legal accounting system, and undocumented workers tend to go unreported. These are the persons who are most likely to earn the lowest income and have less power to demand an adequate wage.

The possibility of earning $40, $50, or $60 a day in harvesting exists but is the exception rather than the norm as shown in the data. Such earnings depend on the condition of the grove or field, the health, strength, and skill of the worker. Consequently, such earnings, when they do occur, are sporadic and are of a temporary nature. Even the exceptional worker cannot continue such a pace and find such generous opportunities for long.

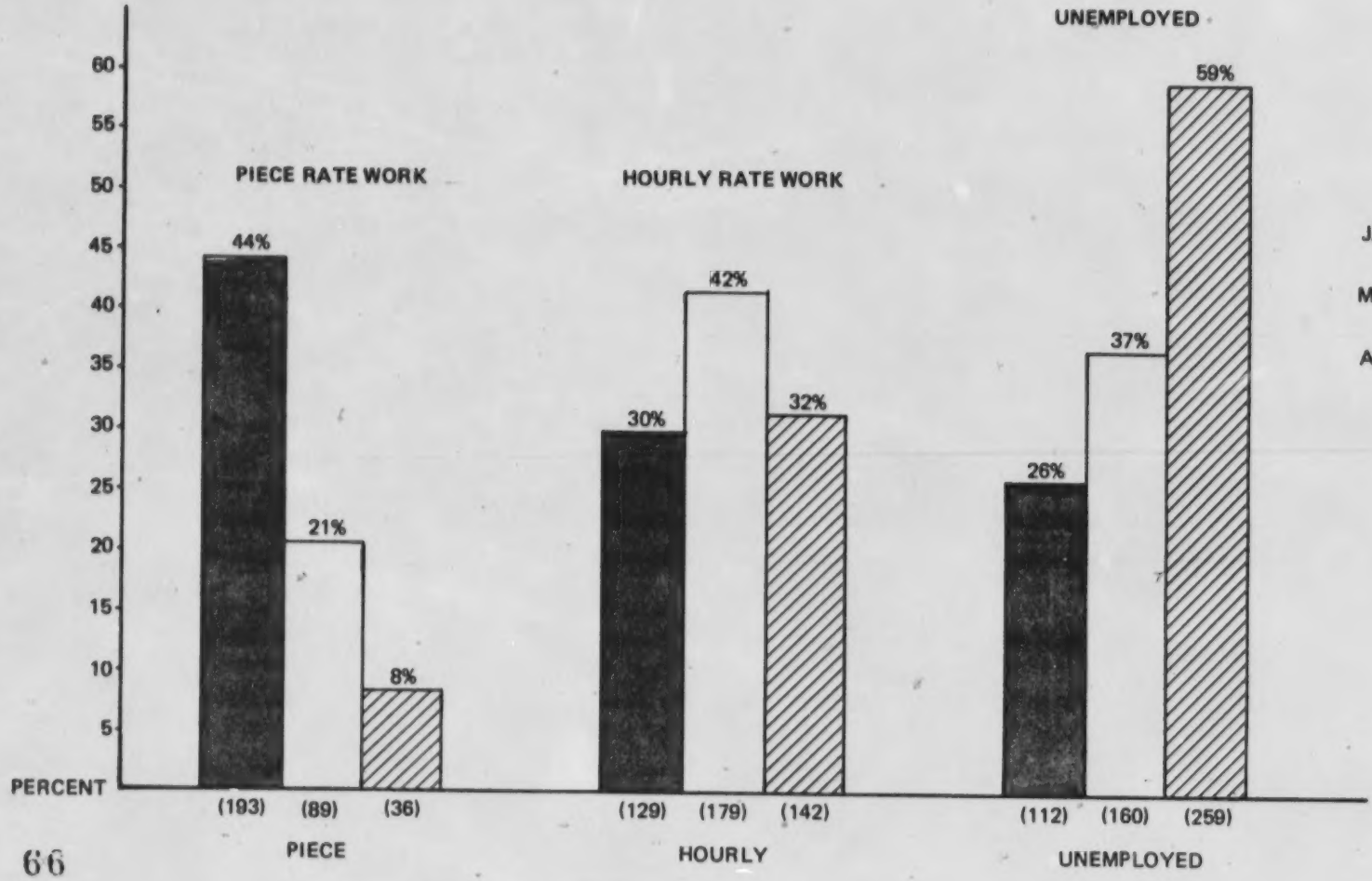
Earnings for any particular hour or day does not significantly reflect the economic condition of migrant and seasonal farmworkers. Needs exist regardless of the availability of work. Part-time and seasonal employment opportunities may have the effect of intensifying present needs and creating more unmet needs. The seasonality of agricultural labor demands play a large role in the income level of farmworkers. Within the agricultural employment season, many variables interact to reduce income. Unpredictable weather, frost, rain, and drought can reduce or eliminate an entire working period. Vehicle breakdowns, unprepared fields and groves, belated negotiations for prices, the lack of tolls and equipment, machinery malfunctions, long journeys to the work place, larger or faster crews or less work than anticipated, illness, injury, and accidents inherent to farmwork effect a toll. The lack of insurance and Workmen's Compensation, problems of accessibility to medical care, and attitudes on the part of the crew-leader and the picker decrease the likelihood of timely medical treatment which affects immediate productivity and increases the likelihood of early debilitating illness and retirement. These factors all reduce the actual earned income. This is not reflected in the statistics which only record actual time worked. There are few other occupations which require waiting and non-work intervals without reimbursement as does farmwork.

This study attempts to provide an accurate picture of income. In addition to items soliciting individual and family incomes (estimated totals),

a great deal of time was spent in recording earnings per week throughout the course of one year. This included type of work, whether by piece or hourly rate, hours worked per day and days per week, and location of work. This voluminous data appears on the face to have a high degree of reliability and should warrant further analysis, particularly in the type of work and state where employed on a monthly basis.

For the sake of brevity, only three work weeks in three representative months were used for this initial analysis. January, May, and August were selected as these three months had the highest, medium, and lowest levels of employment respectively. The second week in each month was used as most typical. For further study tables similar to those on the computer data sheets are included in the Appendix. If anything, the computed averages should be adjusted downward since the upper figures include some cases which are highly exceptional and may be suspect. For example, in some instances, income figures include crew-leaders who earned a box-picked percentage. Also, some interviewers erroneously included family earnings rather than the earnings of the individual respondent. However, most figures provided during the interview are quite reliable, as there were extensive cross-checks made during the interview. For example, it was fairly easy to begin seeing the standard for piece rates by fruit, quality, and time of year. Separate items for annual total family incomes and annual total individual incomes also provide a reliability check. Piece rates and hourly wages were apparently well-remembered by workers. Pay stubs were often given to the interviewer as verification of memory. Hours worked per day and days worked per week were generally readily recalled. Also, people tended to give the nearest round figure in the upper category, i.e. 3 and one-half hours became 4 hours. The resultant data accords fairly closely with other research, although it is far more inclusive and descriptive regarding the actual work picture of farmworkers. Direct observation during research leads to the conclusion that farmworker income is low, whether calculated by the hour or by the year. Living conditions, ownership and quality of vehicles, medical care, paucity of even standard middle class items, lack of savings, lack of any excess income for planning, and the low level of compulsive and non-essential purchases make it highly apparent that farmworkers do live in a continual state of poverty and economic crisis. Data that attempts to ameliorate this fact by quoting a reasonable medium hourly wage is very misleading. It fails to take into account the frequency of this wage, lumping the vast poor with the few more

Exhibit 2 LABOR FORCE – SELECTED WEEKS OF SELECTED MONTHS



% of workers unemployed vs. piece rate work vs hourly rate

successful, or to consider the irregularity of farmwork. It also neglects the lack of benefits common to other occupations which must be considered to be a supplementary income. Frequently, several family members may work in agricultural, but income does not increase proportionately. Wives do not double their husbands' income, nor do children. Income levels do not reflect ages or danger level. Under a salaried system, this disproportion would be obvious, but under piece-work, the earnings are intermixed and are not as readily divided.

The seasonal nature of farmworker employment opportunities is illustrated by Exhibit 2. Although there is some demand for agricultural labor throughout the year, the picking and planting season dictates what percent of the work force is employed.

During the second week in January, 44% of all respondents were engaged in farmwork under the piece rate system. During January, farmworkers employed on an hourly pay basis were at the lowest percent (30%) of all three months sampled. The number of unemployed respondents was also at the lowest 26% during January. Almost three-fourths of the respondents were employed either on a piece work rate or hourly rate during the second week in January compared to only 41% employed in August.

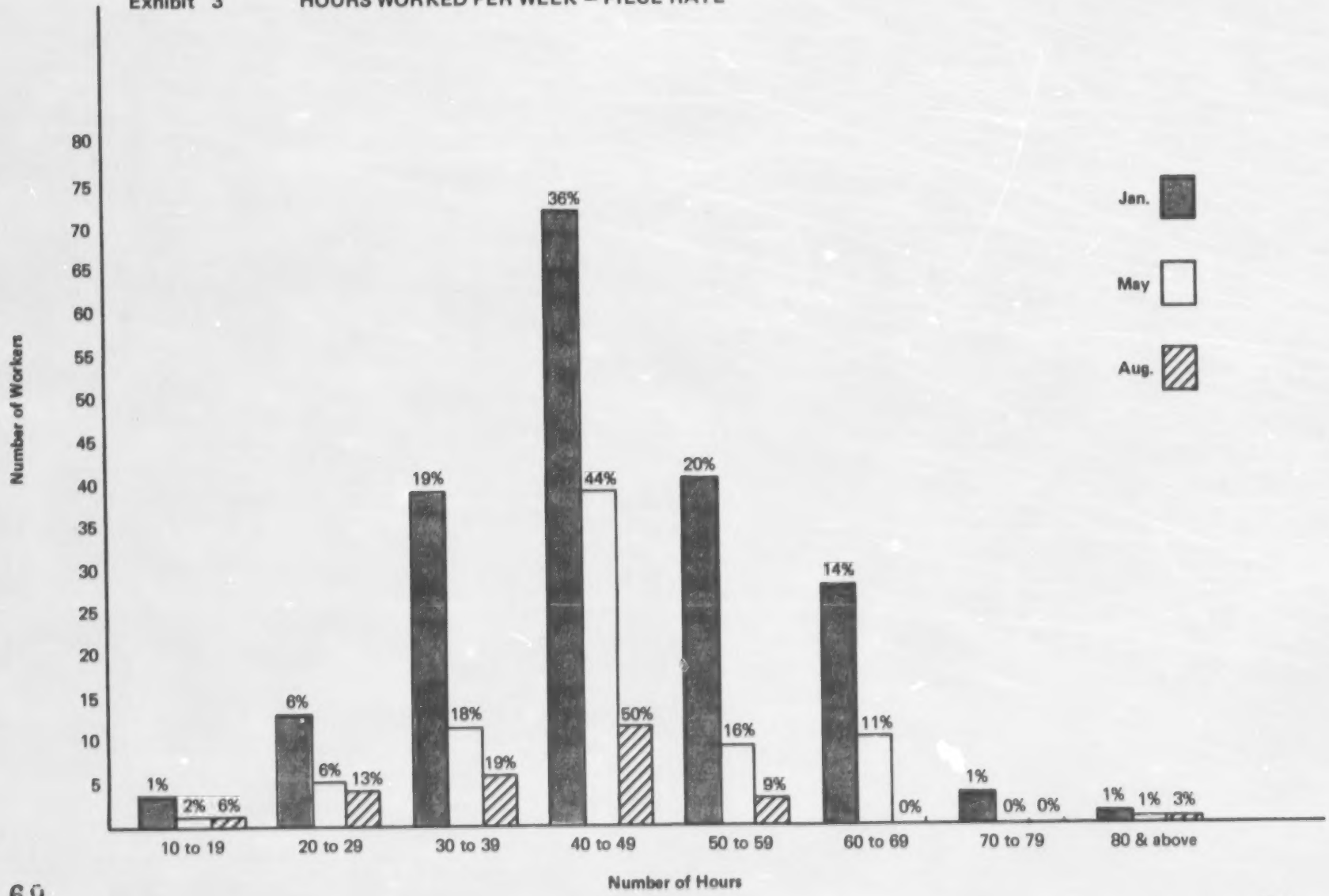
The percent of farmworkers employed on an hourly rate basis remained fairly steady with a high of 42% during May to the low of 30% during January. There was a noticeable fluctuation in the percentages of those employed under the piece rate. Where as 44% of the total respondents did piece work during the second week in January, only 8% were unemployed by this method during August.

The percent of those unemployed shows a rise comparable to the decrease of those employed under the piece work basis. The highest percent of unemployed farmworkers is in August at 59% which drops to 26% in January (Exhibit) 2).

Hours Worked Per Week On Piece Rate Basis

Approximately 60% of the respondents who worked during the second week of January were paid on a piece rate basis. The average number of hours worked that week by those paid on this basis was 44.7%; however, 50% worked 42 hours or less and 26% worked less than 40 hours (Exhibit 3).

Exhibit 3 HOURS WORKED PER WEEK – PIECE RATE



The average hours worked at piece rate during the second week in May dropped to 43.8% from January's 44.7%. There was a marked drop in the number of piece rate workers (from 201 in January to 87 in May). Approximately 25% of the piece rate workers worked less than 40 hours per week. In the second week of August only 32 individuals were employed on a piece rate basis, and about 38% of these persons worked less than 40 hours per week. The average number of hours worked at piece rate per week was 39.5% hours per week (Table A-13, Appendix).

Wages Per Hour - Piece Rate

The piece rate basis hourly income was calculated by multiplying the number of pieces picked per hour, (i.e, bin, basket, etc.) by the amount paid per piece. There was a wide variation in hourly rates on a piece rate basis from less than 50¢ per hour to more than $8.00 per hour. The average hourly earning under the piece rate system was $3.56 per hour (Table A-2, Appendix). This figure is weighted upwards by individuals whose hourly piece rate wage exceeded $8.00 per hour. Approximately 50% of the farmworkers employed under the piece rate system during January earned less than $3.00 per hour (Exhibit 4).

During May there were 46% less workers under the piece rate system with 20 percent earning between $2.50 and $2.99 per hour. Approximately 40 percent of the workers earned less than $3.00 per hour (Exhibit 5).

Only 8% of all respondents interviewed were employed under the piece rate system during the second week in August. Approximately 45 percent of these farmworkers earned less than $3.00 per hour (Exhibit 6).

As shown in Exhibit 7, the number of persons employed under the piece rate system was at its highest level in January. Most piece rate work in the four counties surveyed involves citrus picking.

Wages Per Week - Piece Rate

Weekly wages for farmworker persons who earned on a piece rate basis during January show a wide variation but 48% of the respondents earned less than $125 per week (Exhibit 8). The average weekly earnings are $155.81 (Table A-3, Appendix). With 56 percent of the respondents earning less than

Exhibit 4 WAGES PER HOUR – PIECE RATE – JANUARY

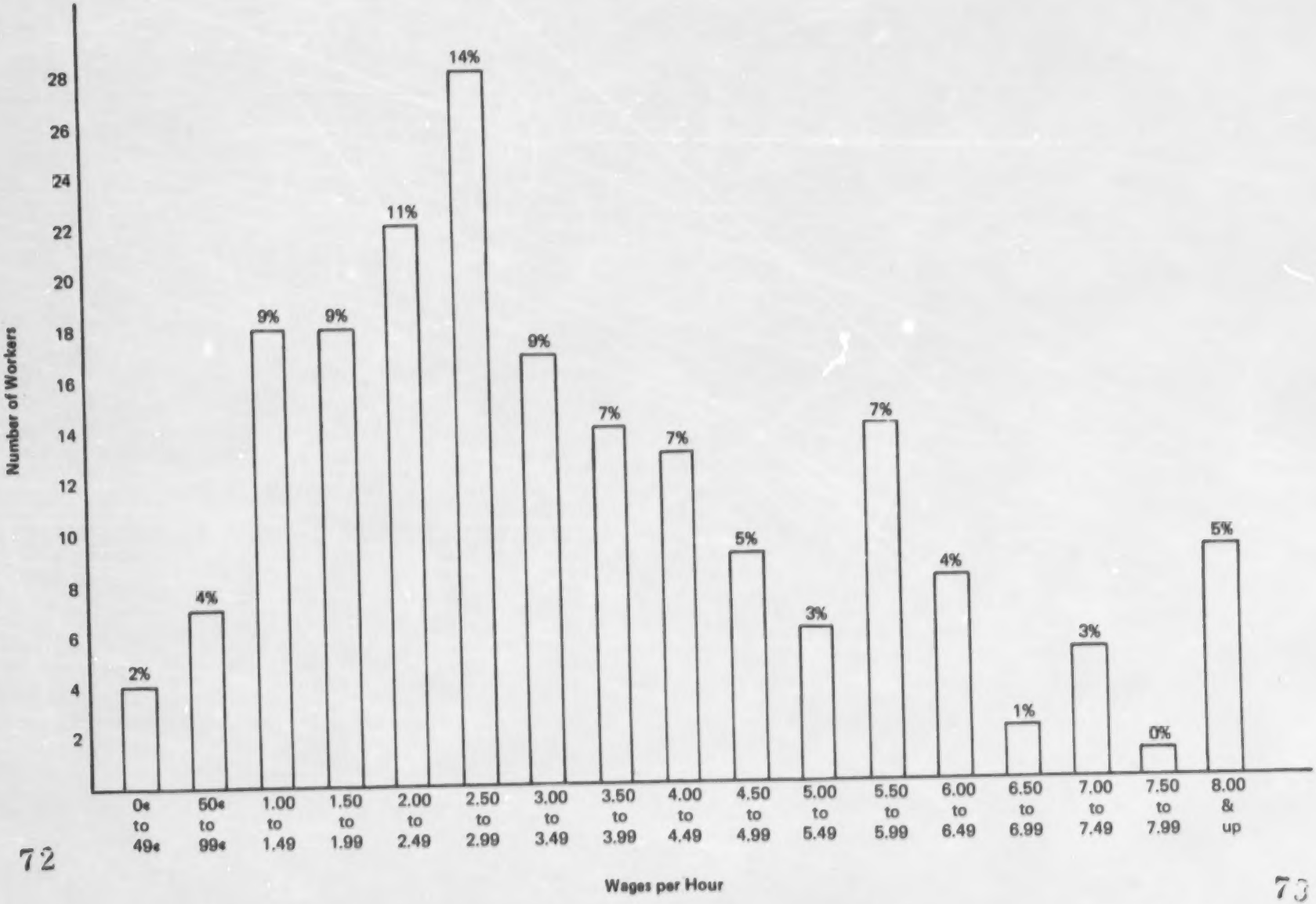


Exhibit 5 **WAGES PER HOUR – PIECE RATE – MAY**

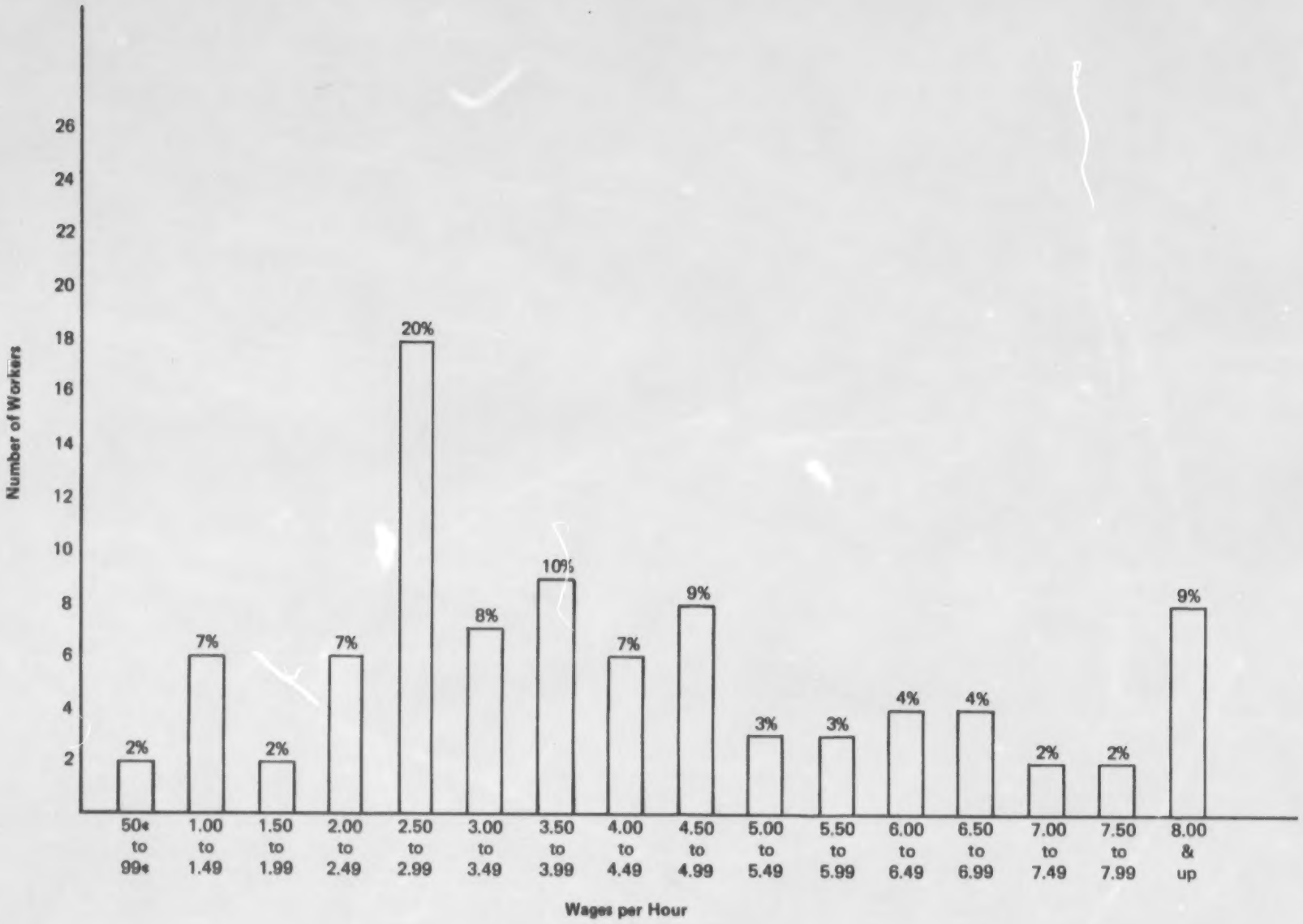


Exhibit 6 WAGES PER HOUR – PIECE RATE – AUGUST

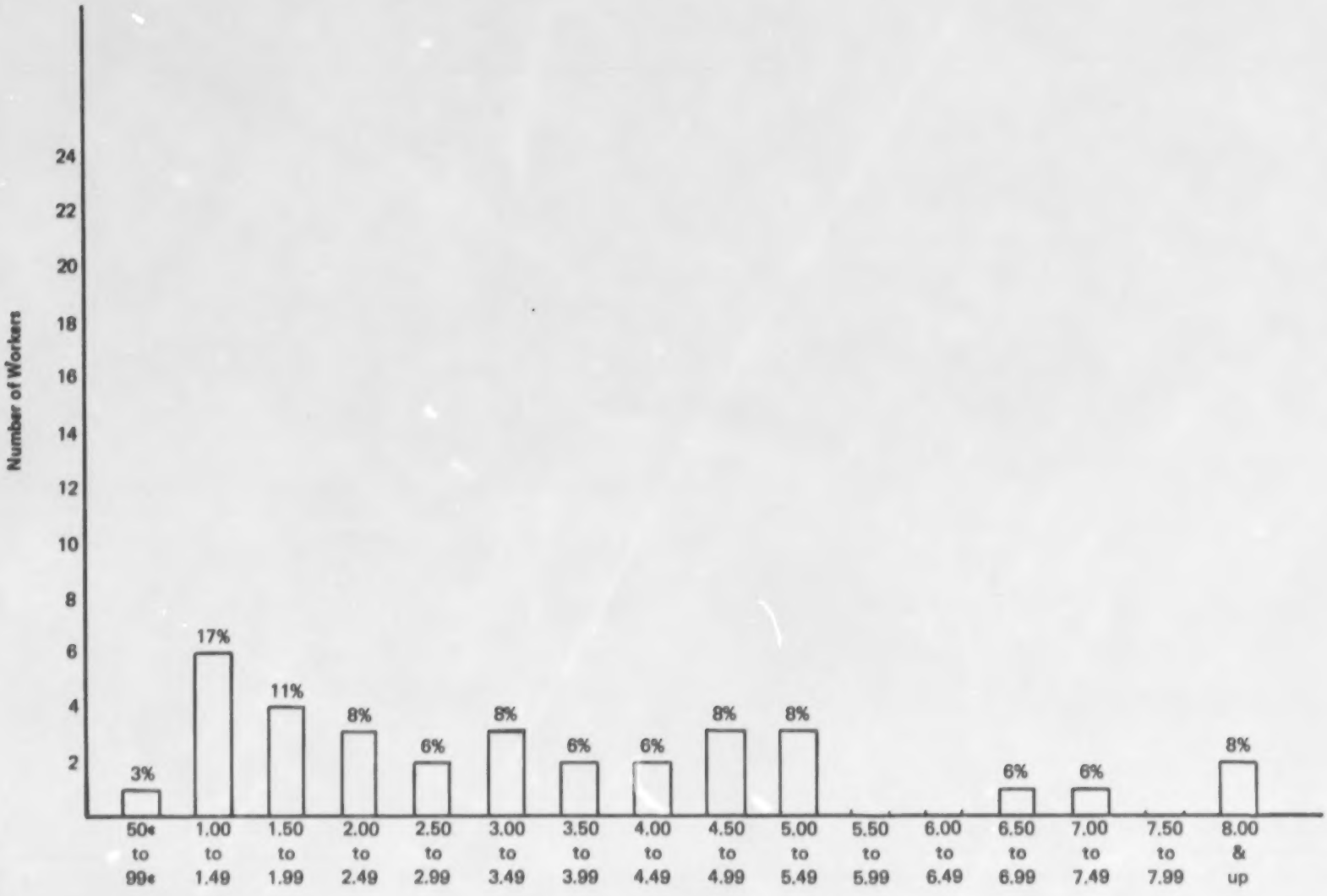
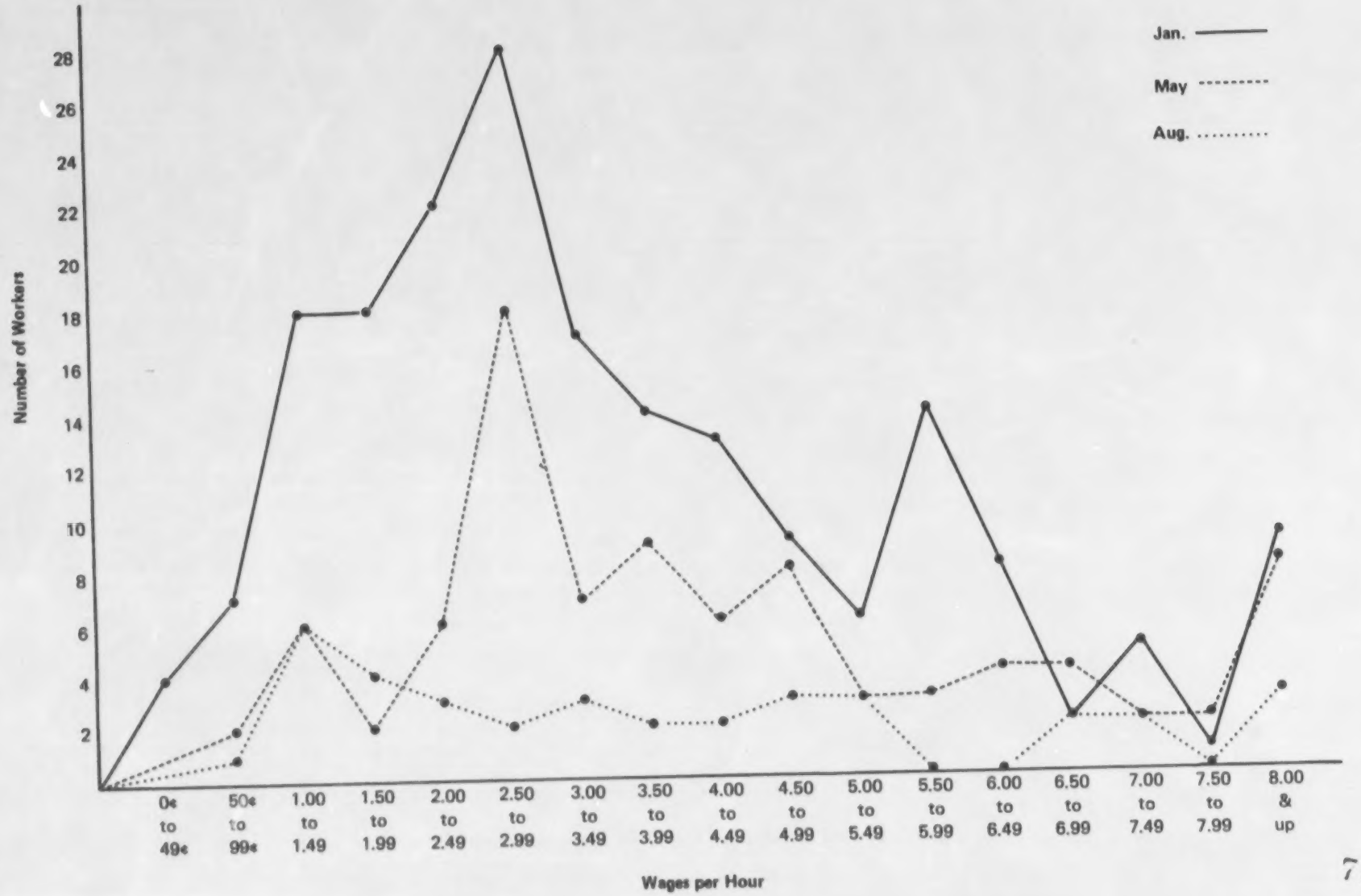


Exhibit 7 **WAGES PER HOUR – PIECE RATE**



this figure, it is obvious that a few individuals making exceptional salaries raise the average.

During May, the average weekly earnings by piece rate increased to $182.34 (Table A-9, Appendix). The increase in wages was accompanied by a 46% decreased in persons employed on a piece rate basis possibly indicating a better piece work rate or that the piece rate labor force had been reduced to the more skilled. Still, approximately 35 percent of the piece rate workers during the second week in May earned less than $150 per week (Exhibit 9).

The average weekly wages of farmworkers earning by the piece rate work basis decreased to $140.96 during August (Table 1-15, Appendix). Nearly 55 percent of the piece rate workers in August earned less than $150 per week (Exhibit 10).

Exhibit 11 illustrates the composite weekly wages by piece rate for the second week of January, May and August.

Hours Worked Per Week On Hourly Rate Basis

Approximately 40% of the respondents who worked during the second week of January were paid on an hourly rate basis. The average number of hours worked per week on this basis was 45.4 percent (Table A-4, Appendix). Exhibit 12 indicates that approximately 20% of those paid by the hour worked less than 40 hours per week. Fifty percent of the individuals paid by the hour worked between 40 and 49 hours per week.

More farmworkers were paid by the hour during the second week of May than in either January or August. The average number of hours worked in May was 44.6 per week (Table A-10, Appendix), with 17% of those employed working less than 40 hours per week.

During August, 80% of area farmworkers employed on an hourly rate worked less than 50 hours per week. Table A-16, Appendix indicates that the average number of hours worked per week was 43.59.

Wages Per Hour - Hourly Rate

Farmworkers receiving hourly wages during the second week in January averaged $3.25 per hour (Table A-5, Appendix) which is 18.7% lower than those earning on the piece rate basis. As shown in Exhibit 13, 60% earned less than $3.00 per hour and 26% earned less than $2.50 per hour.

Exhibit 8 **WAGES PER WEEK – PIECE RATE – JANUARY**

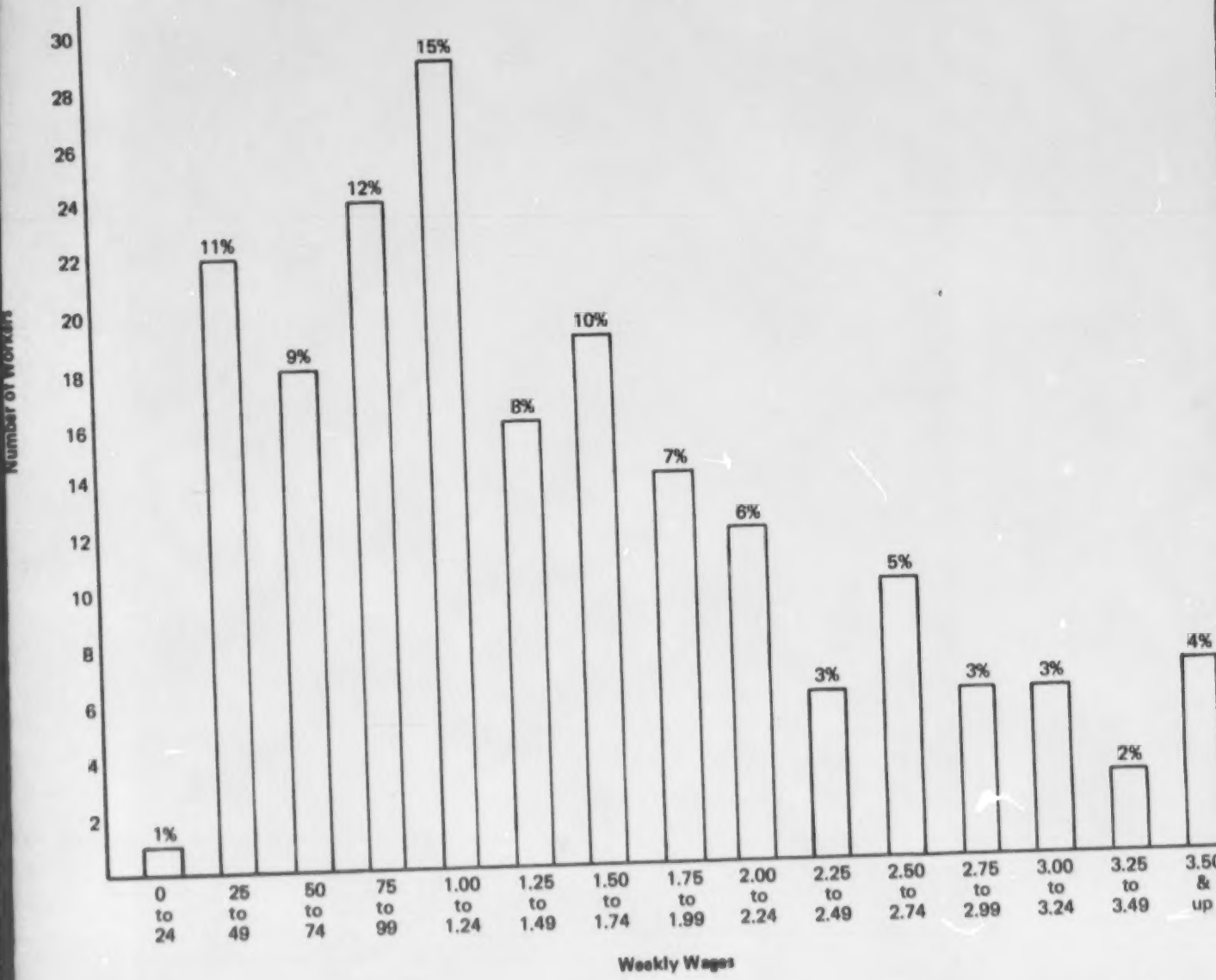


Exhibit 9 WAGES PER WEEK – PIECE RATE – MAY

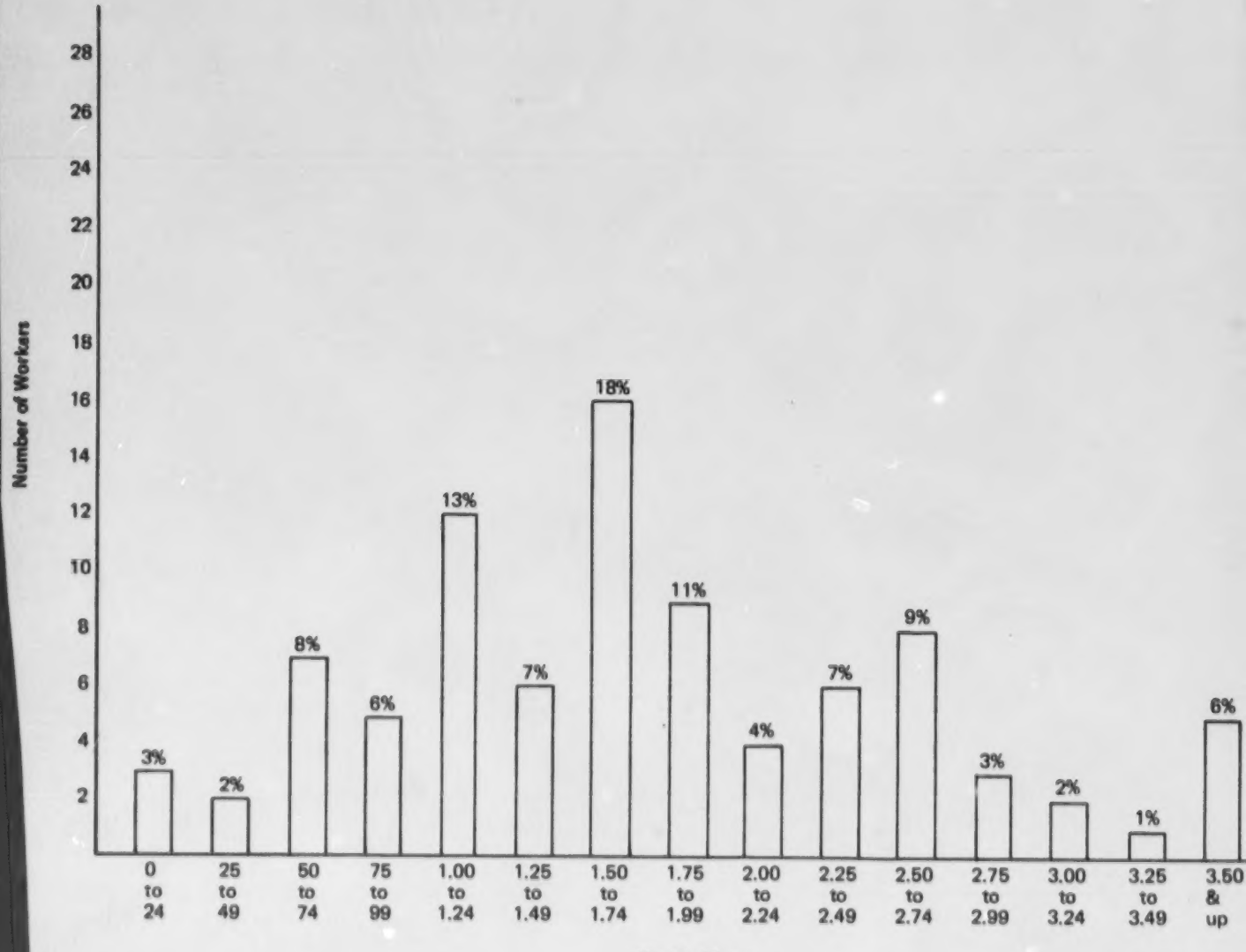


Exhibit 10 WAGES PER WEEK – PIECE RATE – AUGUST

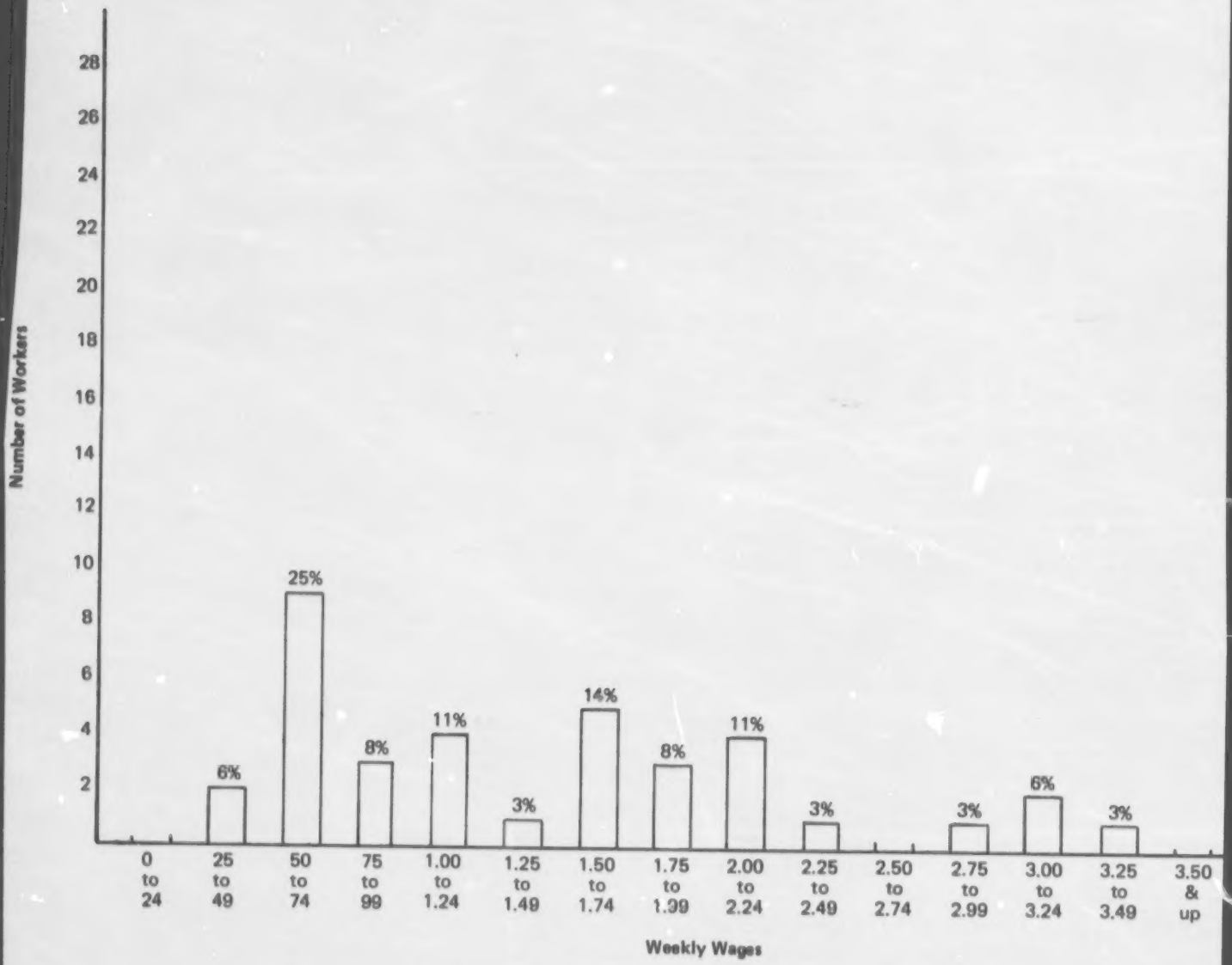


Exhibit 11 WAGES PER WEEK – PIECE RATE

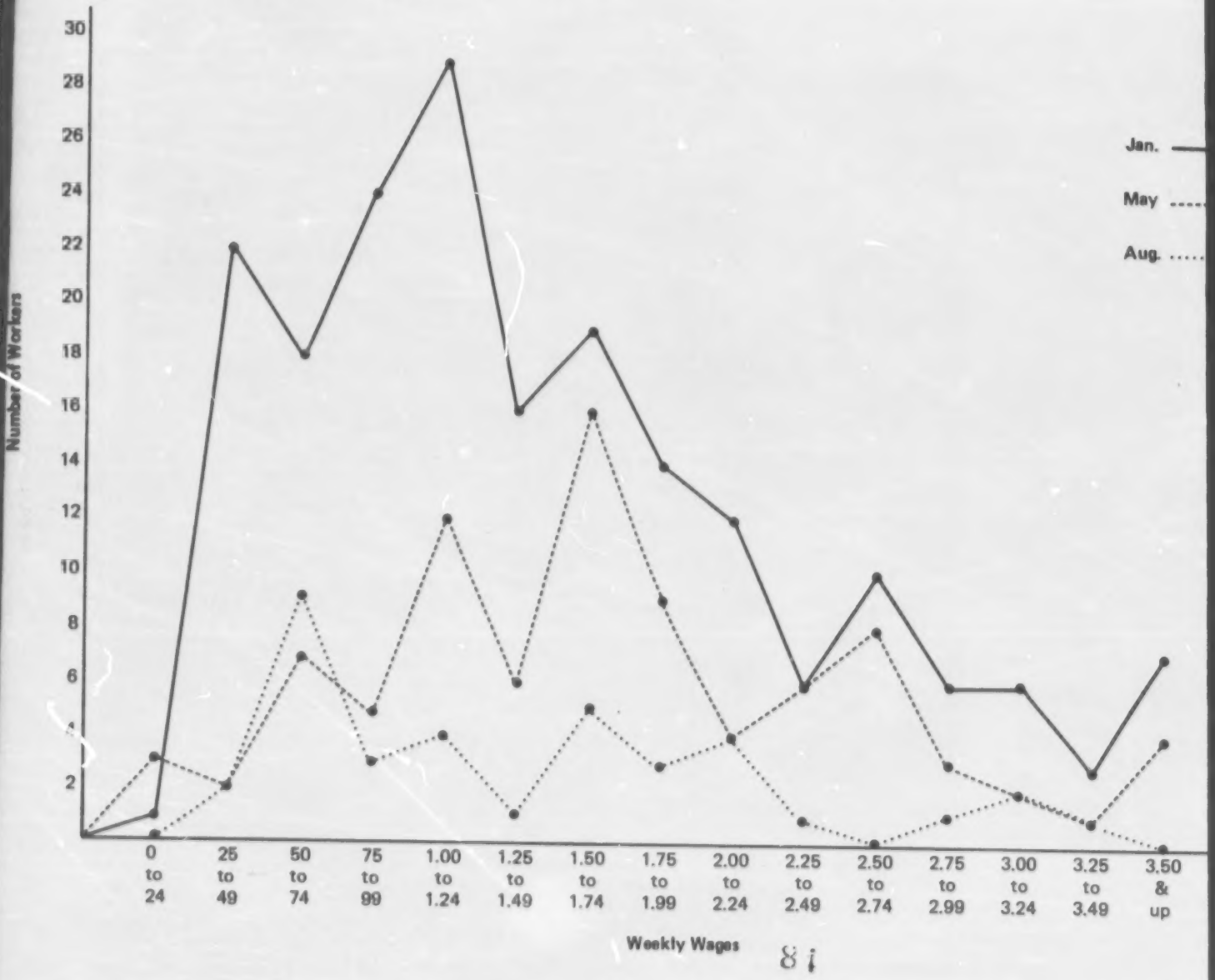
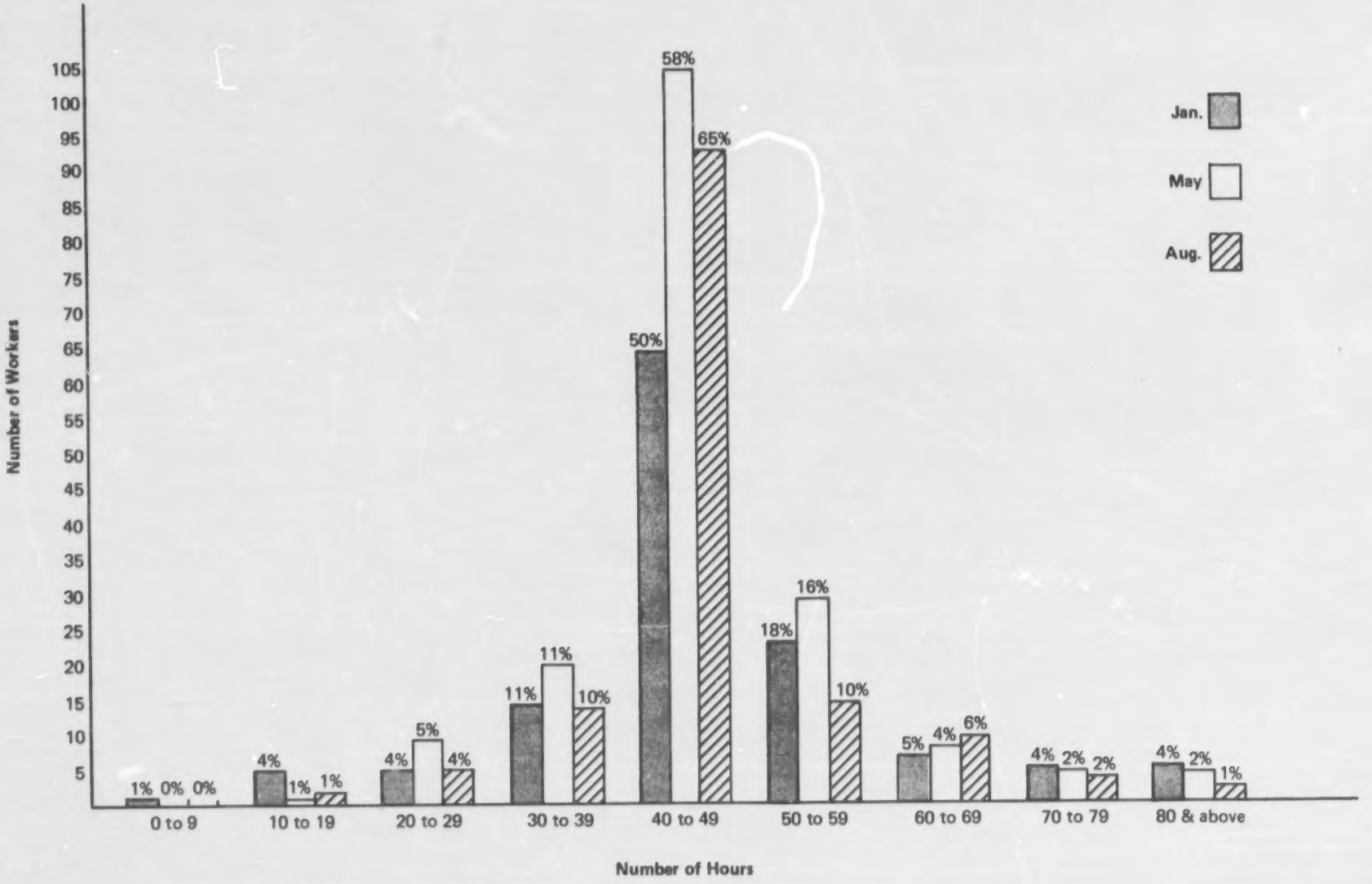


Exhibit 12 HOURS WORKED PER WEEK – HOURLY RATE



During May there was an increase in the number of individuals working for hourly wages but a decrease in the average hourly wage to $2.83 (Table A-11, Appendix). Nearly three-quarters of the farmworkers working for hourly wages earned less than $3.00 per hour with 38% earning less than $2.50 per hour (Exhibit 13).

The average hourly wage during the second week in August rose to $3.03 per hour (Table A-17, Appendix). Again this is a deceptive figure as 68% of the respondents working for hourly wages earn less than $3.00 per hour and nearly 35% earn less than $2.50 per hour (Exhibit 13).

Wages Per Week - Hourly Rate

Calculated on a weekly basis the average earnings for the hourly rate were $143.77 per week (Table A-6, Appendix). As shown in Exhibit 14, 55% of farmworkers receiving hourly salaries during the second week in January earned less than $125 per week and 26% did not exceed $99.00 per week.

During the second week in May the average week's earnings on an hourly rate basis dropped to $126.78 (Table A-12, Appendix). This is also illustrated in Exhibit 14 where 63% of the farmworkers receiving salaries under hourly wages earned less than $125 per week with 28% receiving less than $100 per week.

The average weekly wage during the second week in August was $131.27 (Table A-18, Appendix). More than 60% of the hourly wage work force were receiving less than $125 per week and more than three-fourths of the respondents earned less than $150 per week (Exhibit 14).

It should be noted that while the mean wages for both forms (piece rate and hourly rate) are above the minimum, the case by case data reveals that in most cases 50% of the population earn less than the minimum wage. The same is true for the number of hours worked per week. The average hourly and weekly wages, regardless of payment methods, the average hourly and weekly wages are heavily weighted by a relatively small percentage of individuals who do exceptionally well.

Exhibit 13 WAGES PER HOUR – HOURLY RATE

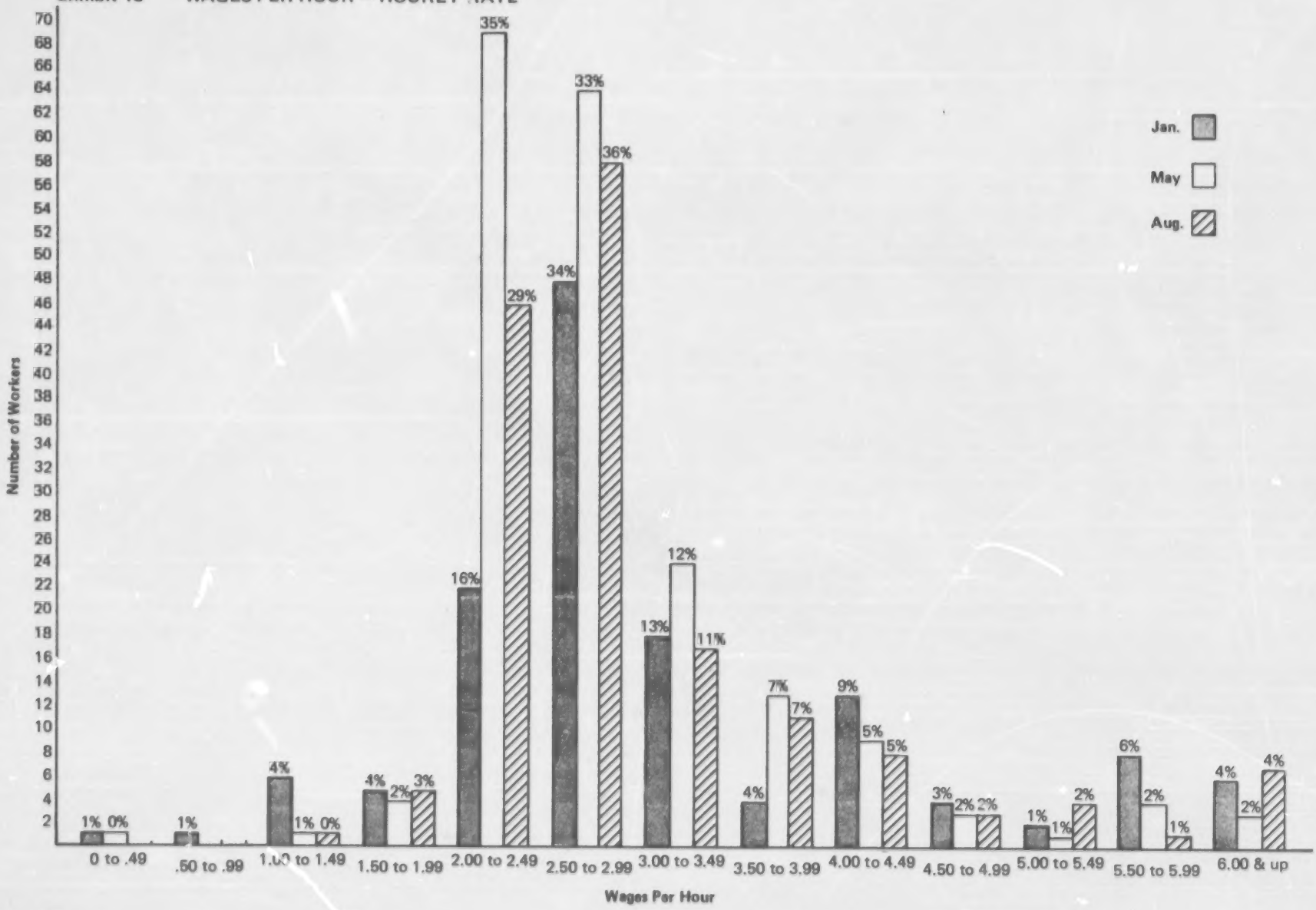
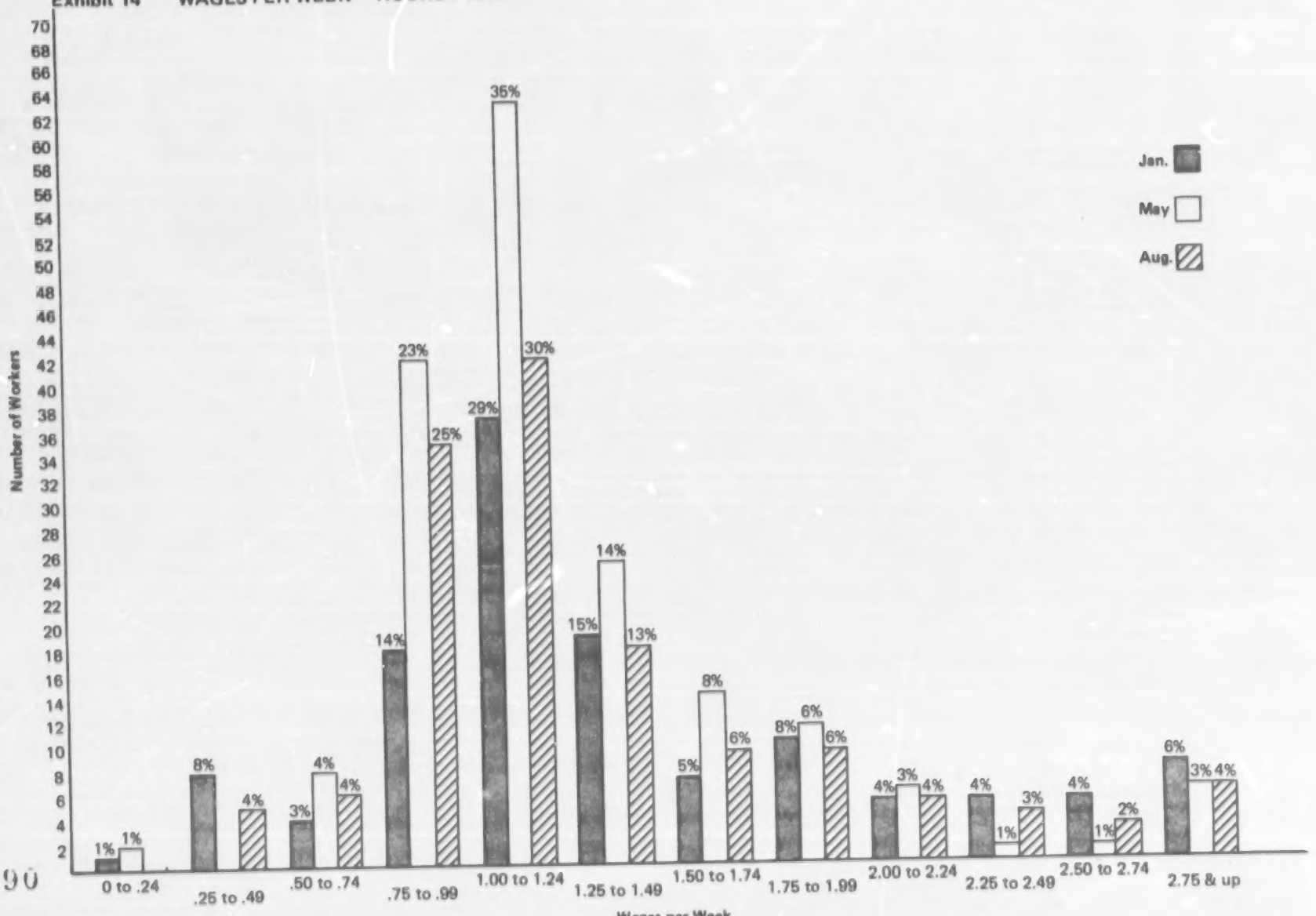


Exhibit 14 WAGES PER WEEK – HOURLY RATE



Annual Labor Activity

Those who worked averaged more than 40 hours per week. The least hours of work per week was in March at 40.58 hours and the most hours per week was 45.81 recorded in November; unemployment fluctuated widely. February had the lowest rate with 22.2 percent of the agricultural work force unemployed and August the highest with 55.5 percent. These figures could exaggerate the unemployment picture somewhat since many of those who worked intended to work part-time or only during a part of the year. Nevertheless, considering that 45 percent of all respondents stated an unmet need for full-time employment, it is apparent that the size and fluctuation of employment relates to the seasonality of the agricultural industry and the over-abundance of labor, rather than the work interests of the farm laborer. The fluctuations in employment status by more than 100 percent, parallel to the crop picture, attest to the heavy role that availability of work plays on the occupation of farmworkers.

Exhibit 15 depicts this trend by major types of work and the level of unemployment. Citrus harvesting occupies the greatest number of farmworkers, 63 percent at the maximum during January and February. These two months also account for the lowest level of unemployment. Unemployment and citrus harvest have an inverse ratio. Vegetables and other fruits tend to reduce the unemployment levels from March through June and September and October, corresponding with slack periods in citrus. However, it is not sufficient to balance the slack and leave the months of July through October with high rates of unemployment.

Other major agricultural jobs, grove and field preparation and nursery work occupy a low 1 to 5 percent of the work force and are fairly consistent throughout the year, thus offering little alternative employment to those laid off from the citrus picking jobs.

Exhibit 15 AGRICULTURAL EMPLOYMENT PROFILE

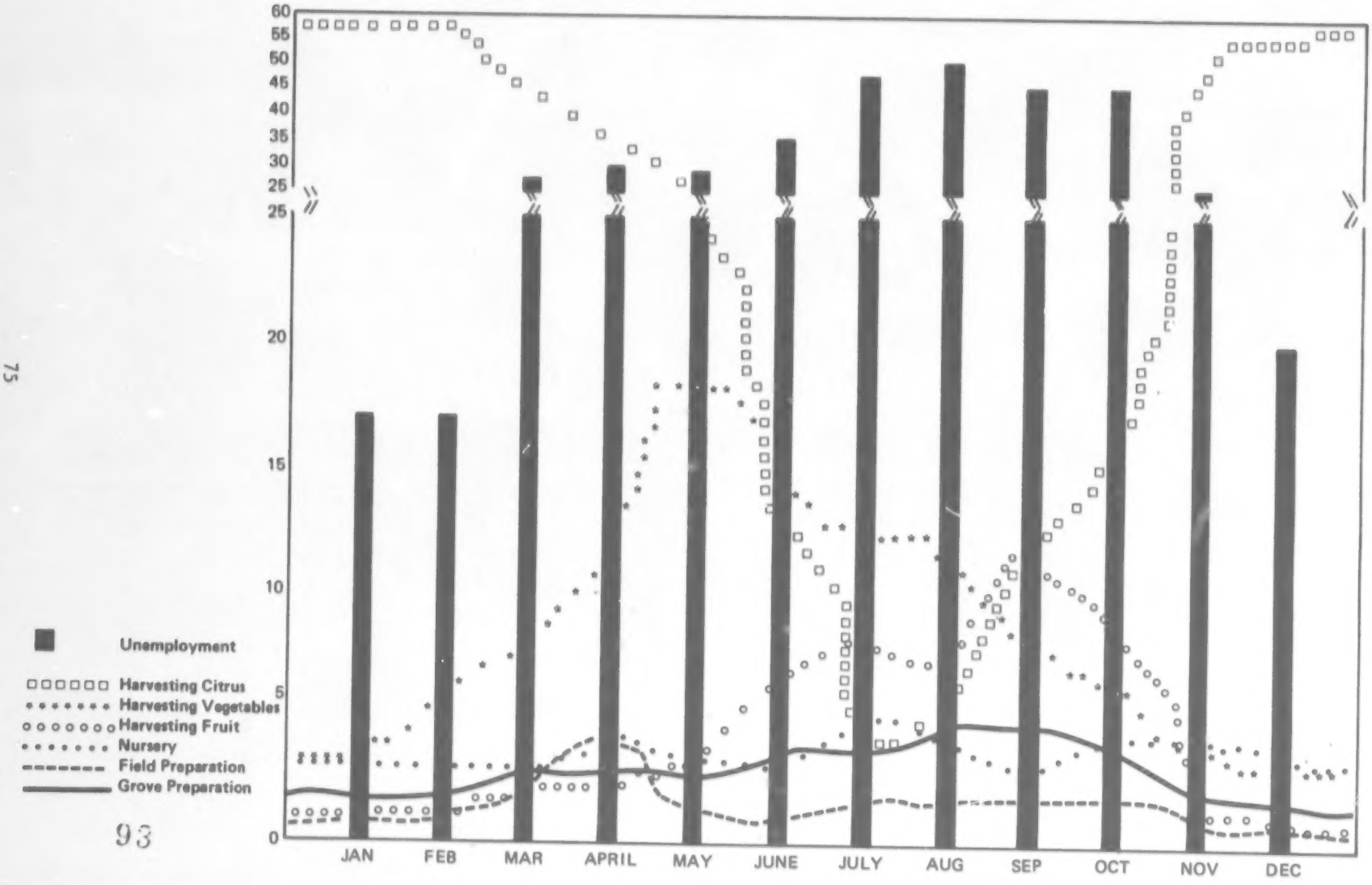


TABLE 33
ANNUAL LABOR ACTIVITY

	HOURS/DAY	DAYS/WEEK	HOURS/WEEK	WORK FORCE UNEMPLOYED SECOND WEEK/WHOLE MONTH	
	(%)	(%)	(%)	(%)	(%)
OCTOBER	8.03	5.37	43.01	50.6	46
SEPTEMBER	8.08	5.35	43.09	50.3	46
AUGUST	8.05	5.34	42.99	55.5	51
JULY	8.03	5.28	42.40	52.0	48
JUNE	8.10	5.39	43.66	42.1	36
MAY	8.12	5.43	44.09	34.2	29
APRIL	8.11	5.30	42.98	36.5	30
MARCH	7.80	5.22	40.72	38.1	27
FEBRUARY	7.99	5.34	42.67	22.2	17
JANUARY	8.17	5.43	44.36	23.7	17
DECEMBER	8.26	5.36	44.27	25.3	20
NOVEMBER	8.39	5.46	45.81	40.0	26

Needs, Unmet Needs, Why Not Being Met

Farmworkers have a difficult time in achieving and maintaining a high level of health. Inadequate nutrition is the rule rather than the exception. Nearly 50 percent stated that they were not meeting their needs for food. Between jobs or upon arrival to an area, emergency food may be unavailable or delays in approval of food stamps are experienced. Frequently, only short breaks are given in the fields, and the pressures of piece work may even reduce the time spent in eating. Many purchase their meals from a nearby convenience store or grocery to which they are directed by their crew-leader. Untreated dental problems, experienced by nearly half of the population interviewed, further aggravate an improper diet.

Low income, a lack of insurance (mentioned by 52 percent of the respondents), and inadequate transportation, reduce the opportunity to seek medical attention. Preventative health measures are not apparent. The reluctance to leave work and thus lose pay further affects neglecting medical

care. A number of cases were found in which the reluctance of supervisors to certify illnesses as job related forced people to continue to work while in physical distress. Farmwork is generally recognized as one of the most dangerous occupations in the United States. Forty-nine percent (49%) of the respondents claimed to have at some time gotten sick or hurt from their work. Almost 65% of the subjects indicated that they felt farmwork is dangerous, and nearly half were concerned about pesticides and poisons. But there is little acceptance by the industry or the State of the high level of work related injury or illness.

Approximately 84 percent pay their medical bills themselves. Only 1.7 percent are covered by employer or union insurance. Approximately 50% owe medical bills of $150.00 or more. When sick, more than a tenth rely on home remedies. This is most likely to occur with Black and female farmworkers with approximately 13.5 percent of each group relying on home remedies.

TABLE 34

WHAT RESPONDENTS DO WHEN ILL

	SEE PRIVATE DOCTOR		USE HOME REMEDIES		GO TO HEALTH CLINIC		DO NOTHING	
	(%)	(N)	(%)	(N)	(%)	(N)	(%)	(N)
MIGRANT	32.3	64	9.6	19	49.5	98	4.5	9
SEASONAL	41.5	110	10.9	29	41.1	109	5.3	14
BLACK	46.1	107	13.4	31	31.9	74	6.0	14
WHITE	35.1	27	10.4	8	49.4	38	3.9	3
HISPANIC	26.4	39	5.4	8	61.5	91	4.1	6
MALE	37.8	93	7.3	18	44.7	110	7.3	18
FEMALE	36.9	82	13.5	30	45.0	100	2.7	6

Need for Health Care

Clinic usage is the most popular form of treatment, averaging 45 percent. Use of the clinic is highest among migrants and Hispanics. Private doctors have the second highest rate of use, averaging 37.3 percent. Regardless of income level, health clinics were again chosen most often for treatment by all income levels with private physicians being the second choice.

Fifty-eight point four percent (58.4%) stated a need for health care, of which 49.3 percent were not getting this need met. The major reasons were no transportation and not knowing who to see. An even greater number were not receiving dental treatment which they felt was needed. A large number of people claimed that they did not know about the service or that it was not worth the hassle.

Table 35 shows the response to the present need for health care with adjusted percentages for migrant and seasonal status, Black, White, and Hispanic ethnic status, and by county.

Over 58 percent of the farmworkers who were interviewed had a need for health care, nearly half of whom were not having that need met. Whites recorded the highest rate of need, and Hispanics the greatest success in getting needs met, probably through the farmworker clinics. Lake County was the lowest in terms of need and level of unmet need, while adjacent Sumter County was highest in both categories, at approximately 73 percent.

The reasons which those with an unmet health care need did not receive help are also shown in Table 35. The percentages represent that portion of the population which is not getting their need met. Respondents were allowed to provide more than a single response.

Three major responses were lack of transportation, did not know who to see, and not worth the hassle. Nearly half of the migrants had transportation problems as did almost half of the Whites. Nearly a third of all respondents who had an unmet need indicated that they did not know who to see, and a fifth to a quarter decided it was not worth the hassle. Migrants and Hispanics were far more likely than others to not know about available services. Only a small percentage indicated that they did not want help to meet their needs.

It is apparent from the table that large numbers of migrant and seasonal farmworkers have health care problems which are not being met. These figures might even be higher were farmworkers more sensitive to their need for treatment of chronic maladies to which they have long become accustomed. Lack of

TABLE 35

NEED FOR HEALTH CARE

	HAVE NEED (%)	NEED NOT BEING MET (%)	DID NOT KNOW ABOUT (%)	DID NOT WANT HELP (%)	BELIEVE NOT ELIGIBLE (%)	NO TRANS-PORTATION (%)	DIDN'T KNOW WHO TO SEE (%)	NOT WORTH HASSLE (%)
MIGRANT	56.6	47.7	13.5	5.8	5.8	44.2	13.5	11.5
SEASONAL	59.6	50.9	7.4	1.2	8.6	29.6	22.2	9.9
BLACK	52.6	62.3	9.2	2.6	10.5	32.9	21.1	9.2
WHITE	69.2	48.1	3.8	0.0	0.0	42.3	19.2	15.4
HISPANIC	61.7	34.1	13.3	6.7	6.7	40.0	13.3	10.0
ORANGE	61.7	43.0	7.4	5.6	7.4	37.0	31.5	24.1
SEMINOLE	67.5	58.9	3.0	3.0	6.1	27.3	30.3	21.3
LAKE	41.7	43.6	16.7	0.0	12.5	37.5	33.3	16.7
SUMTER	73.2	73.3	18.2	0.0	4.5	68.2	45.4	18.2

Need for Dental Care

Dental health is interdependent with health and nutrition. Many farmworkers have matured without the benefit of clinical care and/or education concerning various aspects of dental hygiene. The high costs of dental care, unwillingness to take unpaid absence from work, and difficulties in making transportation arrangements keep many farmworkers from a regular dental hygiene and treatment program.

This is clearly revealed by the figures in Table 36. Forty-two point five percent (42.5%) of all migrants interviewed had an unmet need for dental care. This was even higher for seasonal workers at 55.3 percent. Hispanics, as with health care, had the lowest portion of unmet need, possibly reflecting the dental facilities available through farmworker clinics. Even so, over half of the Hispanic respondents had a dental need, and less than 34 percent were having this need met.

These figures probably underestimate the true incidence of need. Without early dental hygiene and dental care education, and continuous lifetime treatment ("see your dentist twice a year"), the level of perception of need is reduced. Chronic problems are finally adjusted to and forgotten. Tooth extraction is one of the main methods of treatment used rather than more laborious, complicated, and expensive procedures. For example, many individuals aged 40 and below were observed by interviewers as having no teeth at all, yet they felt they had no dental needs.

TABLE 36

NEED FOR DENTAL CARE

	HAVE NEED	NEED NOT BEING MET	DID NOT KNOW ABOUT	DID NOT WANT HELP	BELIEVE NOT ELIGIBLE	NO TRANS-PORTATION	DIDN'T KNOW WHO TO SEE	NOT WORTH HASSLE
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
MIGRANT	51.8	82.0	13.8	6.3	6.3	27.6	36.3	33.8
SEASONAL	66.4	83.4	12.7	2.8	7.7	24.6	29.6	31.6
BLACK	63.9	89.1	12.4	3.9	10.9	24.0	30.2	32.6
WHITE	69.2	66.7	16.7	8.3	2.1	25.1	37.5	31.2
HISPANIC	53.7	76.9	13.9	7.6	7.6	24.1	27.8	32.9
ORANGE	53.7	76.9	13.9	7.6	7.6	24.1	27.8	32.9
SEMINOLE	79.3	90.8	12.3	1.8	7.0	15.8	31.7	40.4
LAKE	49.2	78.5	5.9	3.9	7.8	23.5	35.4	21.5
SUMTER	85.4	94.3	24.2	0.0	6.1	51.5	39.4	30.3

Need for Food

Apparently the very workers who play a vital role in providing sustanence to the nation indicate a problem in obtaining sufficient food for their needs. Of the subjects interviewed, 47 percent expressed this need. Sixty point eight percent (60.8%) of the migrants and 39 percent of the seasonal workers are not getting their food need met (Table 37).

Lake County had the lowest number of respondents, 28.8 percent stating a need for food with 56.3 percent, not having their food need met. Seventy-eight percent of the Sumter County interviewees felt a need for food and almost 50 percent were not having the need met. The belief that they were not eligible and no transportation were the main reasons reported for not meeting food needs.

There is no indication that farmworkers interviewed were exaggerating or inflating their responses. Close and frequent observation of farmworkers, as well as other studies on health and nutrition that tend to support the fact that many farmworkers are not cognizant of dietary inadequacies. There is possibly an even higher percentage of farmworkers who live on nutritionally inadequate diets, although this may not be perceived by them.

Reasons for not obtaining assistance were similar to reasons cited for not meeting other needs: no transportation; did not know who to see; and not worth hassle. However, a major reason given was "believe not eligible", by one-fourth of the respondents having unmet need for food. This presumably covers both those who indeed did not meet eligibility requirements, as well as those who felt that they did not. Whatever the reason, it is obvious that a sizeable number of persons who feel that they need additional food are not receiving it due to programmatic limitations or lack of information.

Some observations can be made relating to this problem. Inadequate food stocks and/or meals were noticed in a number of homes visited. Meager meals at high costs were served at some camps which provided food service. Also, farmworkers who recently arrived in the area, who had not yet obtained employment or received wages, found great difficulty in getting emergency food assistance. Many simply did not know about the agency which offered such assistance. Others, on locating the agency, found that the assistance had been suspended, or there was a waiting period, or in some cases, the staff person responsible for the assistance was not in.

TABLE 37

NEED FOR FOOD

	HAVE NEED (%)	NEED NOT BEING MET (%)	DID NOT KNOW ABOUT (%)	DID NOT WANT HELP (%)	BELIEVE NOT ELIGIBLE (%)	NO TRANS-PORTATION (%)	DIDN'T KNOW WHO TO SEE (%)	NOT WORTH HASSLE (%)
MIGRANT	49.0	60.8	1.8	7.1	25.0	19.5	16.0	10.7
SEASONAL	44.9	39.0	6.8	4.5	27.3	15.9	11.4	4.6
BLACK	45.3	48.1	4.1	0.0	28.5	16.3	18.3	4.0
WHITE	56.4	50.0	0.0	4.8	19.0	28.6	9.5	14.3
HISPANIC	45.9	49.3	3.3	16.7	26.5	13.0	13.1	9.9
ORANGE	47.8	37.8	5.4	16.2	24.3	10.8	10.8	8.1
SEMINOLE	57.8	47.9	5.0	0.0	34.9	19.8	9.8	9.8
LAKE	28.8	76.3	3.7	0.0	33.3	22.2	29.6	7.4
SUMTER	78.0	46.9	0.0	0.0	6.7	26.7	0.0	0.0

Need for Full-Time Job

Over half (53.1%) of all respondents indicated a need for a full-time job (even more mentioned to interviewers that even though they currently worked full-time, they needed a permanent job) (Table 38). Less than 14 percent of those needing a full-time job were getting this need met. The immensity of this need is confirmed by other indicators: dissatisfaction with farmwork (see Table 25); greatest needs (see Table 30); and other occupations farmworkers would choose (see Table 29).

The overwhelming response as to why this need was not being met was that the respondent "did not know who to see" (presumably because they had available more connections for continuing farmwork). This is affirmed by the figures which indicate Hispanics did not want help. It might be hypothesized that Hispanic farmworkers often come from an agrarian setting and tend (more than Whites and Blacks) to see farmwork as a satisfying occupation. It is probable, too, that their economic expectations correspond better to the facts of farmwork than White and Black farmworkers who see themselves as being on the bottom of the economic ladder.

Regardless of group differences, it is evident that a large number of farmworkers (approximately 45 percent of the entire sample) felt the need of a full-time job and were not getting that need met. That represents a tremendous portion of individuals in this occupation who are dissatisfied due to insufficient work. It certainly eliminates a possible criticism that farmworkers do not choose to work more than they do. In their experience, more regular work is simply not available.

TABLE 38

NEED FOR FULL-TIME JOB

	HAVE NEED (%)	NEED NOT BEING MET (%)	DID NOT KNOW ABOUT (%)	DID NOT WANT HELP (%)	BELIEVE NOT ELIGIBLE (%)	NO TRANS-PORTATION (%)	DIDN'T KNOW WHO TO SEE (%)	NOT WORTH HASSLE (%)
MIGRANT	55.3	86.0	9.6	8.4	13.3	20.5	53.0	9.6
SEASONAL	51.1	83.7	6.2	1.8	8.9	28.3	66.5	6.3
BLACK	51.8	85.6	6.1	2.0	7.1	27.5	67.5	8.2
WHITE	62.8	91.8	2.3	0.0	4.7	37.2	74.5	9.3
HISPANIC	49.7	80.6	13.2	13.2	22.7	11.3	41.5	5.7
ORANGE	51.2	82.9	6.0	8.3	9.5	20.3	56.0	4.8
SEMINOLE	68.3	85.7	2.1	0.0	4.2	31.3	68.7	10.6
LAKE	42.1	90.7	11.6	4.7	20.9	16.3	55.8	6.9
SUMTER	70.7	72.9	18.2	0.0	9.1	45.4	72.8	13.6

Need for Child Care

More than 30% of the migrants and 21.3 percent of the seasonal farmworkers expressed a need for child care (Table 39). An average of 71 percent were not getting this need fulfilled. This was somewhat higher for Whites and Hispanics, and vastly higher for residents of Sumter County. Not knowing who to see, or not knowing of a program which could meet this need, were the main reasons given for not being able to meet the need. The primary "other" reason given was "could not afford the cost".

The availability of publicly supported child care in the four counties is inadequate to meet the need. Waiting lists are typical. Those who might benefit from a program may be excluded due to the parents' inability to transport their child to a center. Considering that most of the farmworkers interviewed work with more than one member of the family, and that 80 percent of their mates participate in farmwork, it is essential that child care assistance be available to provide a safe and secure place in which to leave children. There were 364 pre-school children divided among 218 families and approximately 6 percent are in day care facilities, 13.9 percent end up taking pre-school children into the field. This is more common than is generally realized, and interviewers frequently observed infants and young children left in cars or playing in groves under hazardous conditions. According to State officials, enforcement is perfunctory and infrequent. Many crewleaders claimed that permitting families to remain together was the only way to get adequate labor. They recognized that this practice was illegal as well as dangerous but felt helpless to prevent it. Sixteen point four percent (16.4%) of farmworkers with pre-school children indicated that the children stay with relatives while parents work. These relatives are often other young children in the family.

Approximately 30% sometimes or usually took school-aged children to work in the fields. While this had the advantage of maintaining family unity and assuring the parents of the whereabouts of their children, it had the negative aspect of forcing young children to endure the hardships and dangers of farmwork, while at the same time depriving them of the experiences which would allow them to make and achieve a wider range of choices.

Many families reported reluctance to leave their children with others outside the family. Being new to an area, perhaps having linguistic and cultural barriers and not being pleased with day care facilities, food, inconvenient schedules, or personnel are among the reasons some farmworkers prefer to take their children to work in spite of the hazards it provides. Only with the upgrading of day care facilities and a sensitive effort to build the confidence of parents in such facilities, will this obstacle be overcome. Better enforcement of regulations excluding children from the fields will also assist this process.

A large number of the farmworkers interviewed had one or more parents who were also farmworkers. While a fraction of this may be accounted for by the interest of following a career traditional to the family, the largest portion is no doubt due to the lack of other opportunities. This is indicated by the large number (64%) who did not find farmwork interesting, and those many who would choose another occupation.

TABLE 39

NEED FOR CHILD CARE

	HAVE NEED	NEED NOT BEING MET	DID NOT KNOW ABOUT	DID NOT WANT HELP	BELIEVE NOT ELIGIBLE	NO TRANS-PORTATION	DIDN'T KNOW WHO TO SEE	NOT WORTH HASSLE
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
MIGRANT	30.9	69.0	21.1	5.3	7.9	13.1	32.1	5.3
SEASONAL	21.3	72.2	10.0	7.5	12.5	12.5	60.0	0.4
BLACK	17.6	65.8	7.7	0.0	11.5	7.7	61.5	0.0
WHITE	32.9	83.3	20.0	5.0	10.0	25	51.3	1.3
HISPANIC	32.9	68.1	16.1	12.9	9.7	9.7	29.1	6.9
ORANGE	26.2	58.8	23.3	16.6	10.0	6.7	46.6	3.8
SEMINOLE	24.1	70.0	6.7	0.0	13.3	33.4	74.6	0.0
LAKE	16.5	80.0	21.4	0.0	14.3	7.1	57.1	7.1
SUMTER	46.3	89.5	5.9	0.0	0.0	11.8	11.8	0.0

Consequently, intelligent and sensitive day care services provides more than simply secure safety of children while parents work. Day care can help to provide children with learning activities, experiences, and relationships that will form a basis by which to continue exploration and growth. A solid pre-school program lays a foundation for improved primary and secondary school achievement, and allows for greater decision making in career and lifestyle determinations.

Private day care is expensive. Tuition and fees will take up to one-third of the average weekly income of one parent for one child. This is a cost that cannot be afforded by most farmworkers. In addition to providing the needed facilities, a coordinated, positive outreach program must be implemented to assure that parents are informed and agreeable to this assistance. Day care space must be immediately available. A week or more waiting time is sufficient for parents to get into the habit of taking children to work. Also, necessary transportation arrangements must be available which are compatible with the hours worked by parents. Agencies should coordinate with and encourage expansion of day care/education programs including Title XX, Migrant Head Start and Early Childhood Migrant Child Compensatory Education Programs.

Need for High School Diploma

As noted earlier, the average education for farmworkers was 7.5 years, with only 9.8 percent having attended the twelfth grade. A considerable number of farmworkers (60%) appeared concerned about this deficiency, although over 90% of them were not having the need met. Almost 40% stated that they did not now who to see in order to meet the need for a high school diploma (Table 40). About 45 percent felt that it was not worth the hassle. This last topic covers such problems of making contact and arrangements, getting through the paperwork, and possibly the fear of attempting something which seems far removed from their present position. It should be noted that a considerable number simply believed that they were not eligible for a program to assist them toward receiving a high school diploma because of having left school so many years short of nearing that goal. Interviewers reported many individuals who felt it was "too late" for them to do anything about their lack of education.

TABLE 40

NEED FOR HIGH SCHOOL DIPLOMA

	HAVE NEED	NEED NOT BEING MET	DID NOT KNOW ABOUT	DID NOT WANT HELP	BELIEVE NOT ELIGIBLE	NO TRANS-PORTATION	DIDN'T KNOW WHO TO SEE	NOT WORTH HASSLE
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
MIGRANT	58.4	91.9	15.3	5.1	14.3	13.2	41.8	37.2
SEASONAL	61.9	89.4	6.3	2.8	15.5	16.2	34.3	44.6
BLACK	56.2	90.4	4.5	0.9	13.5	14.4	36.4	46.7
WHITE	79.5	91.7	9.3	1.9	7.4	24.1	42.0	25.2
HISPANIC	57.4	90.5	20.5	9.6	21.9	8.2	33.5	25.2
ORANGE	56.6	89.6	11.1	5.1	14.1	14.1	35.3	31.7
SEMINOLE	66.3	87.0	0.0	2.0	8.2	20.4	44.1	64.0
LAKE	55.5	92.8	19.4	4.8	16.1	9.6	29.7	31.2
SUMTER	78.0	93.5	3.6	0.0	25.0	17.9	52.4	65.7

Need for Home Repair

Forty-three percent (43%) of the sample indicated a need for home repair. This comparatively low figure is, of course, explained by the fact that migrants usually do not have their own homes, especially in the four-county area from which the sample was drawn. Approximately 30% of the migrants (probably those home-based here) and 52 percent of seasonal farmworkers need home repair (Table 41).

TABLE 41
NEED FOR HOME REPAIR

MIGRANT	29.0
SEASONAL	53.2
BLACK	52.7
WHITE	50.0
HISPANIC	23.8
ORANGE	29.9
SEMINOLE	72.0
LAKE	34.9
SUMTER	73.2
TOTAL	47.7

Need For A Better Home

More than half of the respondents indicated a need for a better home (Table 42). This fits in with the data which shows that 67.5 percent live in substandard or dilapidated housing. This need is expressed to a somewhat greater degree by Whites, and among those who live in Sumter and Seminole counties. Ninety percent (90%) with this need are not getting their need met. Approximately 60 percent either did not know about a program which might help or did not know who to see. One-quarter of the respondents believed that they were not eligible for assistance.

Direct observation of farmworker housing has led the staff of the FTU Farmworker Project to stress that housing is a matter that should be priority. Not only would the construction of improved housing positively affect the health and well-being of the residents, but such programs could increase training and employment opportunities for farmworkers. The paucity of farmworker housing programs in the four-county area researched is a disgrace.

TABLE 42

NEED FOR BETTER HOME

	HAVE NEED	NEED NOT BEING MET	DID NOT KNOW ABOUT	DID NOT WANT HELP	BELIEVE NOT ELIGIBLE	NO TRANSPORTATION	DIDN'T KNOW WHO TO SEE	NOT WORTH HASSLE
	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)
MIGRANT	65.2	88.0	24.3	2.9	21.4	6.8	43.0	5.9
SEASONAL	64.0	90.9	21.6	3.4	33.2	7.4	38.1	11.8
BLACK	64.8	90.3	25.6	1.6	33.6	6.4	38.9	11.4
WHITE	71.8	98.2	13.5	1.9	41.0	13.4	48.7	10.3
HISPANIC	61.5	83.1	24.7	6.8	12.3	4.1	34.9	5.4
ORANGE	62.4	84.6	27.2	2.9	22.3	6.8	39.8	6.8
SEMINOLE	73.2	96.6	23.2	1.8	37.4	1.8	43.1	15.6
LAKE	56.7	90.3	19.3	3.5	19.3	7.0	41.8	11.2
SUMTER	80.5	94.1	14.7	2.9	49.0	17.7	33.7	11.8

Need for Legal Aid

More than one-sixth of the farmworker population surveyed stated a present need for legal aid, of whom 77 percent were not having that need met. This represents 57 individuals and their families who were not getting legal assistance which they thought they needed. By county, Orange appeared to be most successful in terms of the lowest rate of unmet need. Lake County's unmet need was 85.7 percent, Seminole at 90 percent, and Sumter at 100 percent. Degree of need was somewhat comparable for all counties except for Seminole which was significantly lower.

The primary reason for not getting assistance was "didn't know who to see" with a response rate from 71 to 83 percent by counties except for Lake with a lower 43.8 percent. Lake conversely recorded a response rate for "didn't know about" 2 to 3 time[illegible] higher than other counties. This variation might be due to an artifact [illegible] interviewer recording since both of these categories, to a great degree, imply each other.

Again, as with many other needs, the extent of need may have been underestimated. In many cases, awareness of legal assistance requires sophistication in regards to rights, contracts, and unfulfilled obligations. As a general observation, it appeared that farmworkers did not have a keen level of consumer awareness in terms of home leases, product guarantees and interest rates, rights in regard to law enforcement, and rights regarding working conditions and payment requirements. The project noted several situations, for example, where tenants were evicted without proper notice, or were paying extravagant sums for housing which obviously would not meet minimal housing codes.

A large number indicated that pursuit of legal assistance was not worth the hassle. This could entail the time involved, the difficulty of finding competent assistance, the anticipated cost, as well as general fear of retaliation.

TABLE 43

LEGAL AID

	HAVE NEED (%)	NEED NOT BEING MET (%)	DID NOT KNOW ABOUT (%)	DID NOT WANT HELP (%)	BELIEVE NOT ELIGIBLE (%)	NO TRANS-PORTATION (%)	DIDN'T KNOW WHO TO SEE (%)	NOT WORTH HASSLE (%)
MIGRANT	24.0	82.2	30.6	2.9	0.0	17.6	53.9	13.8
SEASONAL	10.5	67.9	31.3	0.0	6.3	31.3	63.2	6.3
BLACK	11.2	80.0	29.4	5.9	5.9	17.7	65.6	5.9
WHITE	28.2	86.4	0.0	0.0	0.0	29.4	66.0	19.0
HISPANIC	18.5	65.4	41.2	0.0	0.0	17.6	41.8	7.9
ORANGE	18.7	64.9	19.0	4.8	0.0	14.3	62.9	9.6
SEMINOLE	11.1	90.0	12.5	0.0	0.0	25.0	75.0	13.7
LAKE	16.9	85.7	37.5	0.0	0.0	12.5	38.2	7.8
SUMTER	15.0	100.0	16.7	0.0	16.7	66.7	69.1	19.1

93

Need for Health Insurance

More than 40% of the sample stated a need for health insurance of some form (Table 44). Ninety percent (90%) of these people were not getting this need met. This does not reveal the full extent of those without some form of medical insurance, as only 2.6 percent indicated that they had insurance paid by themselves or their employer or union. Nevertheless, it does represent those who see this as a difficulty. Sixty percent (60%) of those needing such help indicated that they did not believe they were eligible, either for a publicly supported plan such as Medicare or for private insurance because of the high cost. The expression of need was lowest in Lake County, and highest in the very rural county of Sumter where 73.2 percent stated this need, 100 percent of whom were not getting it met.

The lack of adequate health insurance represents a burden on the farmworker. Farmwork is a highly dangerous occupation, and too frequently, job related injury or illness is not reimbursed. Farmworker clinics do an admirable job but are limited in the numbers they can serve and degree of service they can provide. The need is underlined by the fact that 54 percent of the farmworkers interviewed presently owe doctor bills, of whom 50 percent owe $150.00 or more.

TABLE 44

HEALTH INSURANCE

	HAVE NEED (%)	NEED NOT BEING MET (%)	DID NOT KNOW ABOUT (%)	DID NOT WANT HELP (%)	BELIEVE NOT ELIGIBLE (%)	NO TRANS-PORTATION (%)	DIDN'T KNOW WHO TO SEE (%)	NOT WORTH HASSLE (%)
MIGRANT	47.0	89.9	12.3	2.7	54.8	2.8	25.2	8.7
SEASONAL	39.0	89.4	9.2	1.1	68.2	3.4	28.2	0.4
BLACK	40.6	90.2	6.3	2.5	62.0	2.5	30.8	1.7
WHITE	59.0	97.8	7.5	0.0	73.8	2.5	31.3	0.0
HISPANIC	40.4	83.1	23.3	2.3	48.8	4.6	19.4	12.3
ORANGE	39.4	84.8	8.5	0.0	55.9	0.0	30.5	5.1
SEMINOLE	49.4	95.1	13.2	0.0	73.7	5.2	21.1	2.6
LAKE	34.1	86.4	18.2	9.1	39.4	3.0	36.4	9.1
SUMTER	73.2	100.0	6.7	0.0	80.0	6.6	13.4	3.3

Need for Help Paying Utilities

Thirty-seven percent (37%) of all farmworkers interviewed stated a need for help paying utilities. Of these persons, 92 percent could find no way to meet their need, 64 percent whose need was not being met did not know about any agency which provided such services. Table 45 details extent of need by migrant/seasonal status, ethnicity and county of residence.

Interviewers report that inability to pay utilities deposits required by private housing forces many farmworkers to return to substandard and dilapidated camps and other housing where utilities are included and no deposits are necessary.

TABLE 45

HELP PAYING UTILITIES

	HAVE NEED (%)	NEED NOT BEING MET (%)	DID NOT KNOW ABOUT (%)	DID NOT WANT HELP (%)	BELIEVE NOT ELIGIBLE (%)	NO TRANS-PORTATION (%)	DIDN'T KNOW WHO TO SEE (%)	NOT WORTH HASSLE (%)
MIGRANT	29.6	92.7	72.3	4.2	6.4	10.6	49.8	2.6
SEASONAL	42.1	93.6	61.2	1.9	22.7	10.4	54.2	7.2
BLACK	45.2	94.1	54.8	1.1	16.2	6.9	62.4	7.4
WHITE	45.5	97.0	86.6	3.3	17.9	16.7	43.1	3.3
HISPANIC	20.9	80.6	76.0	8.0	20.0	12.7	30.6	4.7
ORANGE	28.6	89.3	53.1	2.0	12.2	12.2	50.3	6.1
SEMINOLE	59.0	95.9	75.0	2.1	14.6	5.4	61.1	5.4
LAKE	21.2	88.5	50.0	5.0	5.0	10.0	56.5	15.0
SUMTER	85.4	97.1	72.7	0.0	38.8	17.5	52.8	2.4

Agency Awareness And Use - Florida State Employment Service (FSES), Manpower Services (CETA), and Adult Migrant Education Program (AME).

In response to the question, "What is your greatest need?", the combined items of a job, a full-time job, and a job out of farmwork ranked highest, 24.5 percent for migrants and 21.1 percent for seasonal farmworkers. The relevancy of this need is increased when adding the responses of second and third greatest needs. Responses concerning how to meet the greatest need, ranked full-time employment, as number 1, with assistance from service agencies number 2 with minor variations according to status of respondent.

In response to present needs, 45 percent replied that their need for a full-time job was not being met.

This is reinforced by a general dissatisfaction with the conditions of farmwork and the large number who feel hopeless about the possibility of the situation improving. This situation is reinforced by the wide variation in employment, from a high of 78 percent to a low of 45 percent, dependent on the agricultural cycle. While the average work week exceeds 40 hours, and the average income exceeds the minimum wage, this does not adequately consider the irregularity of employment. Seventy-one point five percent (71.5%) of the individual respondents earned less than $3,000 per year, 50 percent of those in which more than one member of the family worked earned less than $3,000 in one year.

The evidence impressively points to a great desire on the part of farmworkers to obtain more dependable work and increase their income. Yet, use and satisfaction with the 3 agencies whose function it is to facilitate this desire has been relatively low. While Florida State Employment Service ranks high in recognition (77%), it also ranks low in satisfaction. Adult Migrant Education and CETA are known by only a portion of the population, and use has been minimal in contrast to the possible role they could play in effecting the achievement of goals by farmworkers--specifically stable employment.

The data indicate three broad generalizations regarding these agencies.

- o A lack of information among farmworkers regarding these agencies and services they can provide. Many people had simply not heard about these agencies. Among those who had, a large number felt that they had no need for the service. However, responses to other items indicate that there truly

was a vast, unmet need. Apparently, many respondents simply did not believe that that particular agency could actually meet their need. Again, others did not perceive the relationship of the agency to meeting their need. As indicated in the section on agency assessment, outreach has been inadequate.

- Accessibility to services has been a problem; nearly half the farmworkers are without their own transportation. All too often the complaint was heard but not recorded that it was also difficulty to make the 8:00 to 5:00 business hours of agencies without losing pay or having problems with day care.

- Even when contact had been made with an agency, a great deal of dissatisfaction arose because of eligibility requirements, poor service, and insufficient aid. These perceptions on the part of farmworkers have been verified from time to time by informal conversations. There were frequent complaints of language barriers, of filling out forms without help, disrespectful service, being sent to jobs already filled, or of insistence on the part of agency personnel to place the client only in farmwork.

It should be noted that dissatisfaction has a cumulative effect. Those not pleased inform others and the tendency is simply not to use a service unless it becomes an emergency situation. Farmworkers made comments about agencies during interviews which were clearly secondhand.

Farmworker Experience with the Employment Service

The level of understanding of the services provided by the Employment Service as perceived by respondents was rather high for seasonal farmworkers, whereas only 62.8 percent of migrant farmworkers claimed to have heard of the agency (Table 46). Of those who did use the Employment Service one or more times during the past year, 59 percent of those were not satisfied, 26 percent were somewhat satisfied, and 15 percent very satisfied. Only 30 percent of those who knew about Florida State Employment Service used the agency at all, even though they may have had a need for services it provides. Reasons given most frequently for not using the services were "not worth the hassle" (including dissatisfaction with use in previous years) and lack of transportation. As indicated in the Resource Assessment narrative, the one outreach worker in Orange County seldom visits where farmworkers are and he does not speak Spanish.

Expressions of dissatisfaction were quite high regardless of ethnicity, migrant or seasonal status, or county of residence. Among those who used this service, 71.7 percent of the migrants and 51.2 percent of the seasonal farmworkers claimed that they were not satisfied. This was highest among Hispanics. Eligibility problems, although not actually pertinent to the Employment Service was mentioned frequently as a factor in dissatisfaction by Hispanic farmworkers. Perhaps some misinformation about eligibility is prevalent among the Hispanic community, and perhaps undocumented workers express their status in this way. Overall, the major reasons for dissatisfaction among actual clients were poor service (79%) and insufficient assistance (83%).

Surprisingly, a large number who did not use the service indicated that they had no need. However, when considering the high levels of unemployment and the desire for full-time work, it may be that many of these persons did not see the Employment Service as a viable method of obtaining alternate jobs. If they felt the Employment Service considered them only for placement in agriculture, they may have thought that they could make job arrangements for themselves.

TABLE 46

EMPLOYMENT SERVICE

	Have you heard about this agency or service? YES	Do you know what services it provides? YES	Satisfaction level of those who have used: NOT	SOME WHAT	VERY	(If not satisfied) Why were you not satisfied? ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	(If Service Agency not used) Why haven't you used this service? HAD NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	62.8	93.4	71.7	22.6	5.7	13.9	75.0	91.7	73.9	6.5	15.2	8.7
SEASONAL	88.3	95.7	51.2	28.0	20.7	12.8	82.1	74.4	72.5	5.3	17.3	8.4
BLACK	85.2	94.9	53.3	28.0	18.7	8.6	80.0	71.4	72.8	5.8	16.5	7.8
WHITE	85.9	94.1	63.6	27.3	9.1	8.7	82.6	95.7	65.5	3.4	20.7	17.2
HISPANIC	61.3	96.6	75.0	12.5	12.5	31.3	75.0	87.5	77.8	6.7	8.9	4.4
ORANGE	74.5	92.8	66.0	26.0	8.0	10.0	80.0	90.0	76.1	2.8	15.5	8.5
SEMINOLE	91.5	100.0	76.5	20.6	2.9	18.2	95.5	72.7	59.0	2.6	33.3	2.6
LAKE	70.5	93.6	43.8	21.9	34.4	12.5	68.8	93.8	90.4	5.8	1.9	1.9
SUMTER	82.9	97.1	35.3	47.1	17.6	16.7	50.0	50.0	37.5	25.0	12.5	43.8

Farmworker Experience with Manpower Programs (CETA Prime Sponsors and Balance of State)

The Manpower program, which could play a major role in improving the employment of the chronically unemployed, rated the lowest recognition response among farmworkers of all the major agencies. Twenty-eight point one percent (28.1%) of the migrant and 38.2 percent of the seasonal farmworkers indicated that they were familiar with the program and what it provides (Table 47). Seven percent of the migrants and 7.9 percent of the seasonal farmworkers stated that they had used the Manpower program one or more times during the past year. The use by Blacks was twice that of Whites and more than 4 times that of Hispanics.

Dissatisfaction with the agency ranked 42 percent among those who used the service. Sixty-four percent (64%) of those who were dissatisfied cited eligibility problems as the reason, 79 percent cited poor service, and 51 percent cited not enough aid. The numbers of those using CETA were so low that perhaps valid generalizations cannot be drawn. Additionally, the fact that many who used Manpower gave eligibility as a problem, may indicate that many who used the service actually got no further than the initial application. Regardless, it is highly apparent that there is a very small degree of recognition and use of Manpower by migrant and seasonal farmworkers who should be considered a prime target population for such assistance in the four-county area surveyed. See the section on Resource Assessment for further discussion of the relationship between CETA and farmworkers.

TABLE 47

MANPOWER

	Have you heard about this agency or service?	Do you know what services it provides?	Satisfaction level of those who have used			(If not satisfied) Why were you not satisfied?			(If Service Agency not used) Why haven't you used this service?			
	YES	YES	NOT	SOME WHAT	VERY	ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	HAD NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	28.1	90.7	42.9	14.3	42.9	66.7	66.7	66.7	77.8	11.1	0.0	3.7
SEASONAL	38.2	80.0	40.9	27.3	27.3	62.5	87.5	50.0	66.0	20.8	3.8	0.0
BLACK	44.5	82.4	48.1	18.5	29.6	66.7	75.0	50.0	67.3	19.2	1.9	1.9
WHITE	23.7	83.3	0.0	100.0	0.0	0.0	0.0	0.0	80.0	10.0	10.0	0.0
HISPANIC	21.2	86.7	40.0	0.0	60.0	50.0	100.0	100.0	68.8	18.8	0.0	0.0
ORANGE	32.8	80.0	62.5	12.5	25.0	77.8	88.9	44.4	5[illegible].6	14.8	7.4	3.7
SEMINOLE	42.7	94.4	44.4	33.3	11.1	50.0	75.0	75.0	80.0	16.0	0.0	0.0
LAKE	32.8	83.7	0.0	37.5	62.5	0.0	0.0	0.0	80.[illegible]	19.2	0.0	0.0
SUMTER	24.4	80.0	33.3	0.0	66.7	0.0	0.0	100.0	33.3	33.3	0.0	0.0

Farmworker Experience with Adult Migrant Education

Farmworkers recorded a very low awareness of the Adult Migrant Education Program and an extremely low utilization of the assistance. Thirty-six point six percent (36.6%) of the migrants and 39.5 percent of seasonal farmworkers claimed to have an understanding of Adult Migrant Education (Table 48). However, only 5.6 percent of the Blacks, 2.6 percent of the Whites, and 4.7 percent of the Hispanics had used it during the course of the year. Satisfaction was high (84 percent among participants) except for Hispanics in which 71.4 percent stated that they were not satisfied. Reasons for dissatisfaction may not be significant considering the small number of respondents which this item represented. Among those who did not use Adult Migrant Education, not knowing how to go about it ranked quite high, especially among migrants. Note that all Adult Migrant Education programs in the area fill their slots. More slots could be allotted with benefit to farmworkers.

TABLE 48

ADULT MIGRANT EDUCATION

	Have you heard about this agency or service?	Do you know what services it provides?	Satisfaction level of those who have used			(If not satisfied) Why were you not satisfied?			(If Service Agency not used) Why haven't you used this service?			
	YES	YES	NOT	SOME WHAT	VERY	ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	HAS NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	36.6	81.4	25.0	8.3	66.7	33.3	100.0	0.0	54.1	29.7	2.7	2.7
SEASONAL	39.5	84.2	7.7	23.1	69.2	100.0	33.3	0.0	76.7	16.7	3.3	1.7
BLACK	41.7	84.9	7.1	25.0	28.6	100.0	33.3	0.0	71.7	20.0	1.7	1.7
WHITE	17.1	69.2	21.4	25.0	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0
HISPANIC	42.8	85.2	71.4	50.0	71.4	0.0	100.0	0.0	53.1	28.1	6.3	3.1
ORANGE	44.2	78.2	30.0	20.0	50.0	75.0	33.3	0.0	65.9	19.5	0.0	2.4
SEMINOLE	37.5	80.0	14.3	14.3	71.4	50.0	100.0	0.0	77.8	11.8	0.0	5.9
LAKE	38.5	92.0	0.0	14.3	85.7	0.0	0.0	0.0	63.9	27.8	8.3	0.0
SUMTER	9.8	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	25.0	0.0	0.0

Agency Awareness and Use

Farmworkers responded as to their knowledge of, use of, satisfaction with services and reasons for not using eight agencies which are not funded through the Department of Labor (Table 49 through 57) document these responses.

County Health Clinics

As shown in Table 49, 64.8% of migrant farmworkers and more than 90% of seasonal farmworkers were aware of the county health clinics. Approximately 95% knew what services the clinics provide. There was a relatively low number, less than 10%, of respondents who were not satisfied with the services provided.

Aid to Families with Dependent Children (AFDC)

More seasonal farmworkers (87.6%) were aware of the Aid to Families with Dependent Children program than migrants (66.8%). As seen in Table 50, more than 90% of the farmworkers knowledgeable about Aid to Families with Dependent Children also knew about the services it provides. Approximately 20% of those who had used Aid to Families with Dependent Children were not satisfied with the service with eligibility problems stated as the main reason for dissatisfaction.

Community Coordinated Child Care (4-C's)

The 4-C's program had a low recognition level among respondents with only 19.8% of migrant farmworkers having heard of the agency and 34.5% of the seasonal farmworkers in the four-county area being aware of the agency (Table 51). The farmworkers who had heard of Community-Coordinated Child Care were familiar with the service the agency provides with approximately 90% responding yes to this question. Of those who had used 4C's, there are considerable variations of satisfaction levels with 13.3% blacks to 60% white farmworkers not satisfied with the service. The prime reason for dissatisfaction with 4C's was eligibility problems.

TABLE 49

COUNTY HEALTH CLINICS

	Have you heard about this agency or service? YES	Do you know what services it provides? YES	Satisfaction level of those who have used NOT	SOME WHAT	VERY	(If not satisfied) Why were you not satisfied? ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	(If Service Agency not used) Why haven't you used this service? HAD NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	64.8	94.4	7.4	50.0	42.6	50.0	16.7	50.0	91.7	2.8	0.0	2.8
SEASONAL	90.9	94.6	3.2	45.2	51.6	50.0	50.0	50.0	90.6	3.5	1.2	2.3
BLACK	85.1	93.3	3.1	51.0	45.8	66.7	33.3	33.3	90.7	5.3	0.0	2.6
WHITE	88.2	97.1	6.7	51.1	42.2	66.7	0.0	66.7	90.0	0.0	0.0	5.0
HISPANIC	67.1	94.9	6.0	36.0	58.0	25.0	50.0	50.0	92.0	0.0	4.0	0.0
ORANGE	78.7	94.4	1.2	42.2	56.6	50.0	100.0	50.0	90.2	5.9	0.0	0.0
SEMINOLE	84.0	94.1	4.4	62.2	33.3	100.0	50.0	0.0	85.7	0.0	0.0	9.5
LAKE	78.5	94.1	14.3	23.8	61.9	33.3	66.7	66.7	97.5	0.0	2.5	0.0
SUMTER	78.0	97.0	0.0	77.3	22.7	0.0	0.0	0.0	80.0	9.1	0.0	9.1

TABLE 50

AID TO FAMILIES WITH DEPENDENT CHILDREN - WELFARE

	Have you heard about this agency or service?	Do you know what services it provides?	Satisfaction level of those who have used			(If not satisfied) Why were you not satisfied?			(If Service Agency not used) Why haven't you used this service?			
	YES	YES	NOT	SOME WHAT	VERY	ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	HAD NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	66.8	92.4	21.1	31.6	42.1	75.0	50.0	50.0	81.6	3.4	0.0	1.1
SEASONAL	87.6	97.4	19.3	33.3	45.6	54.5	30.0	10.0	85.5	2.8	0.7	0.0
BLACK	86.2	96.9	20.8	37.5	37.5	50.0	30.0	20.0	85.2	3.9	0.0	0.0
WHITE	92.2	97.2	11.1	22.2	66.7	100.0	100.0	100.0	77.8	0.0	1.9	0.0
HISPANIC	60.5	91.0	22.2	22.2	55.6	75.0	33.3	0.0	89.6	4.2	0.0	0.0
ORANGE	75.9	93.5	12.9	29.0	58.1	0.0	66.7	33.3	87.4	3.4	0.0	1.1
SEMINOLE	100.0	97.6	18.8	50.0	25.0	66.7	66.7	0.0	80.0	1.7	1.7	0.0
LAKE	68.0	97.7	26.3	36.8	31.6	80.0	20.0	40.0	91.8	4.9	0.0	0.0
SUMTER	82.9	94.1	33.3	0.0	66.7	100.0	0.0	0.0	62.5	0.0	0.0	0.0

TABLE 51

COMMUNITY COORDINATED CHILD CARE (4 C's)

	Have you heard about this agency or service?	Do you know what services it provides?	Satisfaction level of those who have used			(If not satisfied) Why were you not satisfied?			(If Service Agency not used) Why haven't you used this service?			
	YES	YES	NOT	SOME WHAT	VERY	ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	HAD NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	19.8	94.4	20.0	20.0	60.0	66.7	0.0	100.0	100.0	0.0	0.0	0.0
SEASONAL	34.5	89.8	20.0	6.7	73.3	100.0	25.0	50.0	93.2	5.1	0.0	0.0
BLACK	33.9	93.2	13.3	6.7	80.0	100.0	33.3	33.3	98.1	0.0	0.0	0.0
WHITE	22.7	76.5	60.0	0.0	40.0	100.0	0.0	100.0	88.9	11.1	0.0	0.0
HISPANIC	22.9	93.8	0.0	40.0	60.0	0.0	0.0	100.0	89.5	10.5	0.0	0.0
ORANGE	32.3	90.5	14.3	14.3	71.4	66.7	0.0	100.0	100.0	0.0	0.0	0.0
SEMINOLE	26.3	85.7	0.0	14.3	85.7	0.0	0.0	0.0	91.7	0.0	0.0	0.0
LAKE	31.0	94.7	66.7	0.0	33.3	100.0	0.0	50.0	91.2	8.8	0.0	0.0
SUMTER	4.9	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

Head Start

The Head Start Child Development program had a higher awareness level than 4C's with 80% of seasonal farmworkers and 55.7% of migrants knowledgeable of the service (Table 52). More than 90% of the respondents aware of the program knew about the services provided. Dissatisfaction with Head Start was low with the exception of white farmworkers of whom 28.6% not satisfied.

Community Affairs

Approximately 50% of migrant and seasonal farmworkers stated that they were aware of programs sponsored by the Department of Community Affairs and Community Action Agencies (Table 53). Of the respondents aware of the agency, almost 90% knew what services were provided. Those who had used the agency and were not satisfied stated that poor service and not enough aid were the reasons for dissatisfaction with the service.

Food Stamps

The Food Stamp program of Health and Rehabilitative Service was the most recognized of all the services available. As shown in Table 54, more than 95% of all respondents were aware of the program and also knowledgeable about the services provided. The satisfaction level of the people who had used the service varied from 13.5% to 70% not satisifed. The reasons farmworkers were not satisfied with the Food Stamp Program ranged across the three possible responses with not enough aid being the main reason for dissatisfaction.

Florida Farmworkers Council

Approximately 20% of the farmworkers interviewed had heard of Florida Farmworkers Council (Table 55). At the time of the survey was conducted, one outreach worker was serving three counties. Services provided the Florida Farmworkers Council was limited to emergency food assistance and weatherigation projects.

TABLE 52

HEAD START

	Have you heard about this agency or service?	Do you know what services it provides?	Satisfaction level of those who have used			(If not satisfied) Why were you not satisfied?			(If Service Agency not used) Why haven't you used this service?			
	YES	YES	NOT	SOME WHAT	VERY	ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	HAD NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	55.7	90.7	7.7	23.1	69.2	0.0	0.0	100.0	74.3	4.1	2.7	6.8
SEASONAL	80.2	93.7	7.4	22.2	66.7	100.0	0.0	0.0	89.8	5.7	0.6	2.5
BLACK	80.4	92.3	4.0	20.0	72.0	100.0	0.0	0.0	93.6	2.8	0.0	1.4
WHITE	77.6	93.2	28.6	57.1	14.3	50.0	0.0	50.0	70.5	11.4	4.5	11.4
HISPANIC	46.5	93.9	0.0	0.0	100.0	0.0	0.0	0.0	70.7	7.5	2.5	5.0
ORANGE	68.7	93.4	11.1	22.2	66.7	50.0	0.0	50.0	87.9	3.3	2.2	3.3
SEMINOLE	88.9	94.5	11.1	11.1	66.7	100.0	0.0	0.0	83.6	6.6	0.0	4.9
LAKE	67.2	90.8	0.0	30.0	70.0	0.0	0.0	0.0	89.4	6.2	1.5	3.1
SUMTER	41.5	88.2	0.0	33.3	66.7	0.0	0.0	0.0	50.0	8.3	0.0	8.3

TABLE 53

COMMUNITY AFFAIRS

	Have you heard about this agency or service? YES	Do you know what services it provides? YES	Satisfaction level of those who have used NOT	SOME WHAT	VERY	(If not satisfied) Why were you not satisfied? ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	(If Service Agency not used) Why haven't you used this service? HAD NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	47.7	87.9	5.5	36.4	48.6	0.0	50.0	50.0	87.5	12.5	0.0	0.0
SEASONAL	56.7	89.1	10.0	58.2	41.4	12.5	62.5	71.4	88.5	3.8	0.0	3.8
BLACK	56.6	86.7	16.4	43.6	40.0	11.1	66.7	66.7	86.3	5.9	0.0	3.9
WHITE	44.2	88.2	0.0	56.5	43.5	0.0	0.0	0.0	100.0	0.0	0.0	0.0
HISPANIC	51.7	91.8	2.2	31.1	66.7	0.0	50.0	50.0	100.0	0.0	0.0	0.0
ORANGE	65.5	87.8	10.0	42.5	47.5	11.1	55.6	77.8	85.0	10.0	0.0	5.0
SEMINOLE	61.4	92.2	0.0	77.8	22.2	0.0	0.0	0.0	85.7	7.1	0.0	0.0
LAKE	40.5	86.5	4.2	20.8	75.0	0.0	50.0	0.0	100.0	0.0	0.0	0.0
SUMTER	12.2	100.0	50.0	0.0	50.0	0.0	100.0	0.0	50.0	0.0	0.0	50.0

TABLE 54

FOOD STAMPS

	Have you heard about this agency or service?	Do you know what services it provides?	Satisfaction level of those who have used			(If not satisfied) Why were you not satisfied?			(If Service Agency not used) Why haven't you used this service?			
	YES	YES	NOT	SOME WHAT	VERY	ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	HAD NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	97.0	95.9	24.1	34.0	41.1	41.5	45.0	67.5	61.9	9.5	23.8	2.4
SEASONAL	98.9	99.2	15.6	40.6	43.9	37.9	44.8	58.6	67.6	8.5	9.9	4.2
BLACK	97.0	97.8	70.0	43.4	36.6	43.3	40.0	63.3	55.1	13.0	20.3	4.3
WHITE	100.0	98.7	30.5	32.2	37.3	42.1	63.2	57.9	88.9	0.0	0.0	5.6
HISPANIC	98.0	97.3	13.5	33.3	52.3	38.1	40.0	70.0	75.0	8.3	12.5	0.0
ORANGE	99.0	98.6	16.8	31.6	51.6	34.4	40.6	59.4	69.2	5.1	17.9	2.6
SEMINOLE	100.0	97.6	13.6	51.5	34.8	55.6	44.4	55.6	60.0	6.7	6.7	0.0
LAKE	94.1	96.0	30.2	30.2	39.7	45.0	45.0	65.0	65.5	12.7	14.5	3.6
SUMTER	100.0	100.0	21.6	51.4	24.3	33.3	75.0	75.0	66.7	0.0	33.3	0.0

TABLE 55

FLORIDA FARMWORKERS COUNCIL

	Have you heard about this agency or service? YES	Do you know what services it provides? YES	Satisfaction level of those who have used NOT	SOME WHAT	VERY	(If not satisfied) Why were you not satisfied? ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	(If Service Agency not used) Why haven't you used this service? HAD NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	17.4	78.8	20.0	30.0	50.0				91.7	8.3	0.0	0.0
SEASONAL	17.8	91.3	0.0	16.7	75.0	0.0	0.0	0.0	85.7	11.1	3.7	0.0
BLACK	17.6	90.2	14.3	7.1	71.4				87.0	9.1	4.5	0.0
WHITE	12.2	75.0	0.0	50.0	50.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0
HISPANIC	19.0	81.5	0.0	40.0	60.0	0.0	0.0	0.0	83.3	16.7	0.0	0.0
ORANGE	24.1	85.1	7.1	14.3	78.6	0.0	100.0	0.0	94.4	5.6	0.0	0.0
SEMINOLE	4.9	80.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0
LAKE	18.1	87.0	14.3	42.9	42.9	0.0	0.0	100.0	73.3	20.0	6.7	0.0
SUMTER	12.2	100.0	0.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

TABLE 56

LEGAL AID

	Have you heard about this agency or service? YES	Do you know what services it provides? YES	Satisfaction level of those who have used NOT	SOME WHAT	VERY	(If not satisfied) Why were you not satisfied? ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	(If Service Agency not used) Why haven't you used this service? HAD NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	54.9	85.8	9.1	40.9	50.0	33.3	33.3		85.2	6.6	4.9	4.9
SEASONAL	64.9	89.3	20.0	28.6	51.4	0.0	40.0		93.5	4.6	0.9	1.9
BLACK	65.5	89.0	24.0	20.0	56.0	20.0	40.0		97.0	1.0	0.0	1.0
WHITE	68.4	83.0	18.2	54.5	27.3	0.0	0.0		70.0	16.7	10.0	13.3
HISPANIC	47.3	88.4	0.0	42.1	57.9	0.0	0.0	0.0	88.2	8.8	2.9	0.0
ORANGE	64.2	90.8	13.5	32.4	54.1	16.7	50.0		89.9	7.2	2.9	1.4
SEMINOLE	70.4	86.0	27.3	27.3	45.5	0.0	100.0		92.1	2.6	0.0	2.6
LAKE	52.0	90.9	0.0	42.9	57.1	0.0	0.0	0.0	90.0	4.0	4.0	4.0
SUMTER	46.3	70.0	50.0	50.0	0.0				91.7	8.3	0.0	8.3

Legal Aid

As seen in Table 56, 54.9% of migrant farmworkers and 64.9% of seasonal farmworkers had heard of legal aid. Of those who had heard of the agency, more than 85% knew what services were provided.

Vocational Rehabilitation

The Vocational Rehabilitation program has a low recognition level with only 13.5% of the migrant farmworkers and 26% of seasonal farmworkers who had heard of the program. As seen in Table 57, more than 80% of those who had heard of the program knew what service it provided. A very small percentage of farmworkers had ever used the Vocational Rehabilitation program and these same individuals responded with a fairly high level of dissatisfaction.

TABLE 57

VOCATIONAL REHABILITATION

	Have you heard about this agency or service?	Do you know what services it provides?	Satisfaction level of those who have used			(If not satisfied) Why were you not satisfied?			(If Service Agency not used) Why haven't you used this service?			
	YES	YES	NOT	SOME WHAT	VERY	ELIGIBILITY PROBLEM	POOR SERVICE	NOT ENOUGH AID	HAS NO NEED	DID NOT KNOW HOW TO GO ABOUT IT	NOT WORTH THE HASSLE	TRANSPORTATION PROBLEM
MIGRANT	13.5	80.8	40.0	60.0	0.0	50.0	0.0		88.2	0.0	0.0	0.0
SEASONAL	26.0	83.3	0.0	50.0	50.0	0.0	0.0	0.0	90.4	1.7	1.9	1.9
BLACK	26.7	81.1	0.0	50.0	50.0	0.0	0.0	0.0	93.1	2.2	2.2	2.2
WHITE	23.3	88.2	50.0	50.0	0.0	50.0	0.0		92.9	0.0	0.0	0.0
HISPANIC	9.5	71.4	0.0	0.0	0.0	0.0	0.0	0.0	62.5	25.0	0.0	0.0
ORANGE	19.5	92.1	16.7	50.0	33.3	0.0	100.0	100.0	95.0	0.0	0.0	0.0
SEMINOLE	22.5	88.9	0.0	0.0	0.0	0.0	0.0	0.0	84.2	0.0	5.3	5.3
LAKE	31.4	77.8	50.0	50.0	0.0	100.0	0.0	0.0	84.2	11.1	0.0	0.0
SUMTER	19.5	87.5	0.0	0.0	0.0	0.0	0.0	0.0	100.0	14.3	0.0	0.0

IV

NEEDS ASSESSMENT SUMMARY

Introduction

The primary needs assessment of migrant and seasonal farmworkers was undertaken by direct interviews of a population selected through a carefully drawn random sampling technique. Consideration was given to ethnicity, type of work, migrant and seasonal status, sex, county and location of residence. The data from 475 usable interviews was processed through the Florida Technological University Computer Center utilizing the Statistical Package for the Social Sciences (SPSS) and analyzed by the project staff.

The data output was in straight frequencies following the items on the survey instrument, and crosstabulations on the major variables pertinent to this study. The data does not reveal many surprises, but shows a general consistency regarding problems, needs, and perceptions by migrant and seasonal farmworkers. However, in many instances there are significant differences in degree regarding attitudes, hopes, needs, and agency awareness between males and females; Blacks, Whites, and Hispanics; migrant and seasonal farmworkers; and by county of residence.

It is recommended that these differences, as well as the similarities, be carefully reviewed. Only by recognizing variations between subjects will program planning and service delivery truly be effective. It is also suggested that readers be prepared to note where further computation and analysis of data might be appropriate for their particular needs.

While it is believed that this study can make a significant contribution to the understanding of migrant and seasonal farmworkers, and be of assistance to federal, state, and local agencies in the better provision of services, readers are cautioned that due to the unpredictability of the agricultural industry combined with the vagaries of human behavior data usage should be judicious. This study does not permit certain generalizations across

time and space. Only the establishment of regular data gathering instruments can assure agencies of the relevant, timely information with which to plan, implement and evaluate programs and practices.

The Population

The four-county study indicated a higher number of migrants, Hispanics, and women in the agricultural workforce than had been assumed. This is true even when discounting for possible oversampling in some instances. This finding points out the need to give more attention to language barriers, for increased training and work opportunities for women, and the development of interstate policies to deal with the mobility of a large segment of the population. One-half of the migrants were Hispanic; 57.6 percent of these resided in 22 other states, particularly Texas and Mexico (Tables 57 and 58).

Living Conditions

Both the formal survey and informal contact between project staff and farmworkers reveals the overwhelming degree of deplorable housing conditions. The average household size was 4.8 persons with an average of 3.5 rooms. The average monthly cost, excluding utilities, exceeded $100.00. Only 7 percent of the migrants and 33 percent of the seasonal farmworkers owned their own homes. For all housing surveyed, 44.2 percent was rated substandard, and 23.3 dilapidated (virtually beyond repair). Overall, 67.5 percent of the housing required substantial repair or total removal.

Fifteen percent of the dwellings had no inside water, 34 percent were without hot water, and 27 percent were without indoor toilets.

Farmworkers themselves were generally well aware of this tremendous inadequacy. Sixty-four percent (64%) stated a need for a better home, and 43 percent stated a need for home repairs. These ranked first along with jobs under "Greatest Needs" (Table 30).

Even with increased income the opportunity to obtain better housing is not often realized. Housing costs rise far more rapidly than income. The situation is further exacerabated by the intensified shut-down of housing which does not meet sanitation and building codes, the fact that upper income housing is more profitable, and also that the greatest influx of migrant workers occurs during the height of the tourist season.

The need for housing must be given a high priority by state and local governments. The hazards which deficient housing presents to the physical health and mental well-being, and to the care and raising of families cannot be overlooked. Furthermore, a rationally conceived construction and renovation program in which farmworkers are themselves trained and employed will provide an effective way to reduce unemployment and under-employment.

Education

The formal educational attainment of migrant and seasonal farmworkers is exceedingly low, 7.5 years the average and slightly higher for females (Table 13). Only 9.8 percent of all farmworkers attended the twelfth grade, while 42.6 percent had less than 8 years of education. Many had not attended school at all. This situation conceivably plays a major role in the failure of farmworkers to better utilize services and programs available to the community, to seek and obtain improved employment, to assist their own children in developing learning skills, and to handle their own incomes, savings, and purchases in a reasonable fashion. Quite regularly the project staff was dismayed by the numbers of adult farmworkers who could neither read, write, nor do simple calculations. Frequently the staff was called upon to interpret documents, figure bills, or complete agency forms. It is apparent that little help was forthcoming from agencies to assist farmworkers to complete documents. It may be that in some cases help was available but farmworkers were reluctant to ask for it. With greater understanding of this problem perhaps agency staff will take an empathetic and assertive policy of responding to this need.

Accessibility

In addition to other barriers, the inability to move and communicate readily often becomes an insurmountable obstacle to getting needs serviced. For most persons, the telephone provides a ready and inexpensive way to obtain information, make and break appointments, and develop advantageous contacts. However, only 19.5 percent of the farmworkers interviewed have telephones. Many live in rural areas in which public phones are few and far between. Frequently, these phones are out of order and even then toll costs and the

frustration in looking for the correct number in a complex listing impose further complications. Finally, reaching one agency only to be referred to a different agency may end the attempt to establish contact.

It should not be overlooked that language and status differences inhibit telephone contacts between farmworkers and service agency personnel. The project staff experienced its own difficulties in attempting to respond to an inquiry by a farmworker which was not adequately or succinctly expressed or lacked the vocabulary clearly delineating the problem. It is also the experience of this staff that often when we telephoned agencies without providing an identification, we were given abrupt, inhospitable, and equivocal responses.

The telephone is a powerful medium of exchange, assuring the sophisticated caller wider opportunities and greater possibilities of success. It is not expected that farmworkers will soon have greater access to this device. However, the training of service personnel in telephone communication and attitudes, and a requirement to make referral calls on the behalf of the client if the client so desires, should be mandatory. The establishment and advertisement of a centralized service number would be of immense help.

Another obstacle to accessibility to services is the lack of transportation. Forty-one point two percent (41.2%) of the migrants and 44.2 percent of the seasonal farmworkers are without personal vehicles. This is especially a handicap in the rural areas where most farmworkers reside. The lack of rural public transportation and the distances between agencies severely restricts the opportunity to get needs met in a timely fashion. For migrants, the more rural the area, the less likely they are to have their own vehicles. More than 55% were without cars in Lake County, and 69.2 percent in Sumter, as well as over 70% percent of the seasonal workers in Sumter County (Table 21).

Less than half the farmworkers used their own cars for work. While transportation provided by crew-leaders, friends, and fellow workers may appear to relieve this need, it also makes the recipient dependent on this arrangement and less able to seek alternative employment. Lack of transportation was among the major reasons given by farmworkers as to why needs were not being met.

Farmwork Conditions

It is frequently said that farmworkers by and large like the work they do. The data gathered herein indicates that this is not the case. It may well be that a sizeable increase in wages and a significant improvement in the physical conditions of farmwork might make it an occupation of choice rather than necessity. Until changes are forthcoming, it should be recognized that farmworkers view farmwork far less favorably than is generally assumed.

In only one instance did a majority of farmworkers state a positive aspect with regards to farmwork. Fifty-eight percent (58%) "enjoyed working outdoors." The other most favorable responses were "enjoy changing jobs", 27 percent "enjoy travel", 32 percent, and the "work was interesting", 36 percent. By contrast, 71 percent complained that there was "too much stooping or bending over", 65 percent felt the "pay was bad", 67 percent noted that there were "no toilets" at work. Farmwork as dangerous was noted by 64 percent (49 percent claimed to have been hurt or gotten sick on the job), and the problem of poison sprays (pesticides) were referred to by 52 percent.

It is difficult to expect high worker morale and productivity when 64 percent do not find farmwork interesting, and the majority did not like a number of conditions which most Americans would adamantly refuse to accept in the workplace. Coupled with bad housing, irregular work, limited opportunities, and the abuses which occur from time to time, it might be presumed that beneath the apparently placid dispositions of most migrant and seasonal farmworkers lies a reserve of frustration and resentment.

Income

It is a popular belief that farmwork provides high incomes, with stories related of fruit pickers earning $60.00, $80.00 or $100.00 a day. It is indeed possible under the best conditions (good fruit, good trees, a ready market, high prices, and favorable weather) that a man in his prime, at a high level of health and energy, might work diligently and earn $60.00 or more in a 10 hour day. What is not understood is that this is an exceptional person during an exceptional period of time.

Too often, published earnings are inflated by the fact that several family members work together and are paid by one check rather than separately for each member's labor. Also, a crew-leader, in addition to his own picking, receives a percentage of the total boxes picked by the crew, thus earning an extraordinarily good income. Yet the data painstakingly gathered, through careful sampling, direct, confidential interviews, and through various questions focusing on the same or similar items (e.g. income data was gathered for individuals on a weekly basis for one year, for individuals by the whole year, and by families for the whole year) indicates that while the average income may be tolerable, a significant number of persons receive an income far below the median. Furthermore, a large number of the workforce is unemployed at any particular time, most do not work through an entire year.

The lack of nutrition education, the scarcity of sanitary practices in the home and fields, poor housing, no preventative health measures, minimal health insurance, the paucity of primary medical treatment, the scarcity of short term and the near total absence of long term benefits, contrive to substantially reduce the value of the income actually received. Debilities resulting from job and living conditions severely reduce work years, after which no retirement plan is available.

By individual annual income, 71.5 percent earned less than $3,000. More than 55% of the males and 86.8 percent of the females fell in this category. More than half the seasonals earned $2,000 or less during the year (Table 9). As a necessity, a majority of the respondents had more than one member of the family doing farmwork. While this added to the income, 70.5 percent of the migrants and 51.1 percent of the seasonals in which more than one member of the family worked earned $4,000 or less annually.

It is often contested that it is the unwillingness to work, or it is the seasonality of agriculture that is the cause of a low annual income. The latter statement has some truth. The data indicates that for those who worked, they worked long and hard. For most months, the average hours per day exceeded 8 and the hours per week 40. However, the number unemployed ranged from 22 percent during the second weeks in February and January to 55 percent in August, showing a variation relating to the crop picture. It is obvious that the workforce size fluctuated with the availability of work. Further com-

putation of the data would reveal the extent of those chronically unemployed as opposed to occasionally unemployed, and the degree to which farmwork as shared by the total labor force. What is highlighted is that there is a shortage of farmwork, and farmworkers generally indicate that they are ready for employment opportunities.

Need for Work

The data shows that for 12 months, an average of 32.75 percent were unemployed, ranging from a low of 17 percent in January and February to a high of 48 percent and 51 percent in July and August. It may be that a small downward adjustment in these figures is needed to account for those who choose to work only part-time. However, the evidence indicates a strong desire to work. Eighty-five percent (85%) of those who stated a need for a full-time job were not getting this need met. This represented 45 percent of the total population. This figure is supported by the first choice as to how the greatest need can be met (Table 31) employment.

Eighty-five percent (85%) of all males and 93 percent of all females expressed alternative work preferences, most of which were bluecollar (Table 29). While those of us in professional positions might view the majority of these selections as traditional job roles, they do in fact indicate radical choices by those long inured to farmwork and usually raised in a farmworker household. Individuals opting for continuing in farmwork favored self-employed agricultural positions.

Perceptions of Key Agencies

Comprehensive Employment and Training Act, Adult Migrant Education Program, and Florida State Employment Service ideally have a key, cooperative role in providing educational, training, and placement services to the farmworker. In this role, these agencies have the potentiality of meeting a primary need of the migrant and seasonal farmworker--full employment at a fair rate of return, with the opportunity for further advancement. In this fashion, a multiplicity of other needs--health and dental care, better housing, food, etc.--might be met in the most efficient way--by farmworkers exercising their own discretion in the open market.

However, this survey shows that this potentiality is far from being met. While farmworkers generally felt that the government had a primary role in improving conditions, this was undercut by the fact that more than one-third felt hopeless in regards to the chances of conditions improving. Assistance from service agencies ranked number 2 as to how needs could be met whereas utilization of these services was extremely low.

Florida State Employment Service ranked high in recognition, but was used by only 30 percent. Presumably the vast majority of placements occurred in farmwork itself. Dissatisfaction ranked high--noted by 59 percent of those using Florida State Employment Service. Seventy-one point seven percent (71.7%) of the migrants and 51.2 percent of the seasonals claimed dissatisfaction with service, this was highest with Hispanics farmworkers. The major reason for dissatisfaction was "poor service" claimed by 79 percent and "not enough aid" by 83 percent.

Recognition of Manpower Services was low. Only 28.1 percent of the migrants and 38.2 percent of the seasonals were familiar with CETA. While only 7 percent claimed to have used the service (it is not known how much of this went beyond the initial application stage), those who did expressed a high rate of dissatisfaction (42%). Not enough aid was given by 51 percent of the farmworkers and poor service by 79 percent. Eligibility problems also ranked high.

Only one-third of the respondents had an understanding of Adult Migrant Education Program. It was used by 5.6 percent of the Blacks, 2.6 percent of the Whites, and 4.7 percent of the Hispanics interviewed. Comparatively speaking, satisfaction ranked high.

While a high school diploma and a full-time job was rated high among unmet needs, not knowing what was available or who to see, and the lack of transportation were significant reasons for not getting needs met. "Not knowing how to go about getting service" was primary in the lack of utilization of CETA and the Adult Migrant Education Program. For the Florida State Employment Service, "not worth the hassle" was given as the main reason for for having needs met.

The conclusion can be drawn that certain services which are desperately wanted by the farmworker, are obstensibly available but are not being obtained. The gap between needs and services rests on a number of factors:

- o Not knowing what service exists;

- knowing the service exists but not knowing what it provides and how to go about obtaining it;
- inability to reach the service facility due to a lack of transportation;
- difficulty in meeting eligibility requirements; and
- through experience or secondhand information, believing the service agency requires too many hassles (waiting, paperwork, running around, denigrating attitudes), gives poor service (communication problems, inappropriate referrals), or not enough aid (no jobs).

One response in defense of this situation is that the service system is already working at its funding and personnel capacity and any increase in clientele would increase the burden beyond which it can bear. Whether this may be true or not, several refutations need to be made.

- Not providing a full range of timely and complete services leading to full and self-sustaining employment actually places a far heavier burden on the ecnomic system and taxpayers as a whole. This is reflected in increases in welfare, food stamps, law enforcement, losses in productivity, community health problems, and the reduction in tax participation by a large number of people.
- Short and long range economies can be made in the service system itself. Coordinated outreach and intake procedures and personnel will reduce duplication and service gaps. Improved counseling directed at the total individual and the whole family can reduce the cyclical nature of dependency. (Most farmworkers express a multiplicity of needs rather than a singular one. These needs are interrelated, and by not dealing with them in a systematic, interrelated fashion, results tend to be tentative and temporary.) Improved follow-up will help guarantee that the initial heavy capital outlay for intake, training, and placement will not be lost through neglect.
- Farmworkers are not receiving their fair share of the available opportunities. Handicapped by lack of telephones, transportation, free time, language barriers, educational deficits, and ignorance, they cannot equitably participate in available benefits without exceptional efforts on the part of the servicing agency.
- Even should improved communication and outreach result in a larger influx of clients than an agency can bear, it is not the responsibility of the service administrator to shut off this flow. This has to remain the role of the policy maker, the political representative, in short, the voter. It is

> the duty of the administrator to inform all potential recipients of the services available, and to adivse his political superior of the extent and nature of the need.

Supportive Services

In view of the wholeness of the person and the integrity of the family, needs must be seen in their interconnectedness and not as a disparate units existing in isolation. While this approaches a truism, it is rarely put into practice. It is much like the old tale of a war being lost as a result of a nail in a horseshoe being lost. A farmworker with bad teeth is not likely to get a job that requires personal contact with clients. His dental condition will affect how he digests his food and consequently his overall state of health. It may also reduce his good humor, lead to abuse of his children, and stifle ambitions and feelings of self-confidence. Without a reliable day care facility, his wife may not be able to accept a promising job.

The farmworkers who were interviewed revealed a multiplicity of problems, each problem bearing on the other. When services were provided, they most frequently were based on the nature of the service agency, and not the need of the individual. While one problem might be resolved, the failure to address all problems left the first solution as temporary (band-aid surgery). One example involves a farmworker who had the offer of an immediate job dependent on obtaining a physical examination. Unable to afford a private physician, and unable to get this accomplished immediately at a farmworker clinic, the person lost the job.

This is not to infer that agencies should be consolidated nor necessarily that one-stop service centers be established. Even if this were an ideal, history and political pressures would render this impossible. Furthermore, as agencies must of necessity specialize and perform distinct roles, their integrity should be maintained.

At the same time, this should not preclude a joint sharing of certain functions, and a coordinated, integrated relationship among agencies. A new perspective is in order. Competition should not be toward gaining the most or the most promising clients, but how to more effectively meet client needs. The challenge should be toward the external situation--the condition farmworkers find themselves in, the rural poor, the unemployed those with unmet needs. The struggle is not between each agency and department, but with the

deplorable reality of a large number of people.

A mutual concern and sharing among agencies could lead to a number of service improvements. The total person as a client, whether received in the office or in the field, would have a right to a thorough assessment of their present status and interrelated needs. This would be done by an outreach or intake worker who is empathetic, discerning, and familiar with farmworkers and the extent and ramifications of their problems. Documentation would be simplified and standardized. Through a team approach representing pertinent agencies, a developmental plan to assist the client would be drafted. The participation and responsibility of the client would be an integral part of the plan. Competent counseling and follow-up would be provided throughout the course of the assistance. A specific caseworker would be assigned to maintain continuity of service between the client and the pertinent agencies, with specialists available as the need arises. Every participating agency could get credit for servicing the client.

A Note on the Responsibility of the Farmworker

Throughout the course of the Project, staff have received information and seen direct evidence of instances where farmworkers have relinquished their own responsibilities in meeting their life needs or intentionally abused the services available to them. There is no proof that this behavior is more pervasive among farmworkers than throughout the population as a whole. Considering the obstacles which many farmworkers face, it is perhaps more surprising that negative attitudes and actions have not flourished further.

It is equally apparent that many elements in our system foster dependency and consequently elicit responses and habits devoted to "beating the system." The attitudes of agency personnel and agency policies and regulations must bear a heavy responsibility for this state of affairs. For example, it becomes increasingly clear that many services, originally intended to provide temporary relief during a critical period, have become a routine, systematized policy which assures an abundance of farm labor when needed. This is unconscionable both to farmworkers and the general public.

While public policy and administration must alter its perceptions and take the initiative to provide more and expect more from clients, clients themselves must realize that they, too, must play a responsible role.

Attitudes and procedures of agency personnel must reflect a mood and principal of mutually shared responsibility, based on the understanding that this is the only decent and just way to treat another human being.

V

RESOURCE ASSESSMENT

Based upon prior observations and experiences of the project staff, it was determined that often times agency staffs that have daily contact with specific client groups become desensitized to the needs of such clients. Pilot project personnel theorized that stereotypes of client groups often act as a hinderence to staff members in adequately serving those persons. The Resource Assessment was designed to test such a theory and to determine the degree of empathy and/or desensitization of employees in Department of Labor funded programs for the clients that utilize such agencies.

The Florida Technological University Pilot Migrant and Seasonal Farmworker Project staff, with input from managers of Department of Labor funded programs devised a resource assessment questionnaire which asked subjective questions concerning the plight of migrant and seasonal farmworkers. There is a significant degree of parallelism between the Resource Assessment and the Needs Assessment which results in valuable correlative data.

Through conversation with agency representatives, personal visits to Department of Labor agencies and consultations with clients of the agencies, it was established that there is a lack of comprehensive services provided to disadvantaged persons, especially migrants and seasonal farmworkers.

The Resource Assessment was designed with a threefold purpose, as follows:

- Assess with agencies the degree of cognizance with regard to emphatically defined problems that must be addressed in providing full services to migrant and seasonal farmworkers. Federal regulations are often times not adhered to on the local level.

- To determine whether the primary problems in serving clients are derived from the agencies, the farmworkers themselves, or a combination of both, and why such problems exist.

- To develop a feasible, workable solution to the existing problems with inter-agency and intra-agency coordination and the lack of provision of essential services to disadvantaged persons.

The project staff spent a considerable amount of time visiting social service and related agencies, such as Health and Rehabilitative Services, Community Affairs, Migrant Health Services, East Coast Migrant Head Start, Migrant Child Compensatory Education Program, Seminole Employment Economic Development Corporation, and Recruitment and Training Program. The primary goals of all of the above mentioned agencies are to enable low-income people to become self-sufficient and self-sustaining individuals (and families) in society.

It is the opinion of project staff that the most plausible source of independence and method for self-sustainment is a stable economic situation, which is a direct result of employment training and placements in productive, permanent employment.

Although much valuable input was received from social service agencies, the primary emphasis in this report will encompass Florida State Employment Service, Manpower (CETA) Services, and Adult Migrant Education Programs, all United States Department of Labor funded programs, the programs the project was mandated to address.

Methodology

The project staff was given the opportunity to develop its own research methodology based upon their knowledge and previous experiences with farmworkers and the agencies that serve them.

The initial action of project staff prior to development of the resource assessment was to visit the State offices of the Department of Commerce, Department of Manpower Services, and Department of Education in Tallahassee. The staff encouraged representatives of each agency to emphasize the problems they knew existed, and possible approaches to addressing them at the local level. The state agency representatives were requested to affirm their support of the FTU Farmworker Project in writing to their local offices to avoid unpleasant confrontations between agency managers and project staff. However, there were several disgruntled managers who initially refused to allow the FTU Project staff into their agencies.

In order to develop a complete resource file, introductory letters about the FTU Farmworker Project were mailed to all public service agencies throughout the four-county catchment area. Agency managers were informed that a project staff member would contact them in the future for additional agency information and a more thorough briefing on the intent of the project.

A major problem in the development of the resource assessment was the requirement of the staff to primarily consult Department of Labor funded programs without special emphasis on related social service agencies. All agencies within each county are so closely related that it is relatively hard to delve into the operations of one without having a parallelism between agencies.

It is recommended that coordination between existing Department of Labor programs, should include coordination with all existing social services, health services and related services in order to more fully serve low-income persons. For example, although employment services provide a solid foundation for persons to become self-sustaining, they do not provide for the most essential, immediate needs of families such as food, shelter, clothing, transportation, etc.

Individual meetings were scheduled with managers of all Employment Service, Manpower, and Adult Migrant Education offices in the four-county area. At that time, the managers expressed their affirmative opinions on the need for coordination of services between agencies for more efficient provision of services. The initial meeting was to solicit their feelings and input on the project.

There was, however, reluctance shown by agency managers to discuss any individual problems their respective agencies may have had in serving migrant and seasonal farmworkers.

A group meeting was held in Seminole County with representatives of Employment Services, Manpower Services, County Planning Department, the Community Action Agency, Seminole Employment Economic Development Corporation (SEEDCO) and Stromberg-Carlson, Incorporated. Each representative was given an opportunity to express his/her ideas on how coordination between agencies could best be achieved.

During the meeting, agency managers were highly defensive of their particular agencies, displaying a lack of trust in the intent of the project. Concomitantly, there was a hesitancy of managers to allow the Resource Coordinator to confer with agencies' migrant specialists while not in the presence of the managers.

Interview dates with Employment Services managers in the four counties were scheduled during the same week to avoid preliminary consultations between managers and to ensure the spontaneity of answers.

Appointments with other agency managers were randomly made. Twenty-two heterogeneous offices were visited with fifteen of these being Department of Labor funded. The remaining seven agencies were Migrant Child Compensatory Education Programs (4), East Coast Migrant Head Start (1), SEEDCO (1), and Recruitment and Training Program (1).

VI

RESOURCE ASSESSMENT DATA

Employment Service Overview

This report generalizes problems noted in target Employment offices due to the number of Employment Service offices (9) visited, and the mutuality of problems between offices. However, specific accomplishments will be mentioned in relation to the office responsible for the accomplishment.

Employment Service offices are mandated by the Judge Richey Court Order, 1973, to provide services for migrant and seasonal farmworkers qualitatively and quantitatively proportionate to those services that are provided for non-farmworkers. At the end of each month, Employment Service managers have the responsibility of completing Indicators of Compliance forms that determine their adherence to the Richey Court Order. The nine Employment Service offices surveyed were consistently out of compliance in the following two areas:

- the placement of migrants/seasonal farmworkers in non-agricultural employment of 150 days or more duration, and
- the placement of farmworkers in employment with a wage rate of $3.00 or more per hour.

In all but two of the Employment Service offices no efforts at job development had been made to increase placement opportunities for farmworkers. Employment Services are mandated by the Department of Labor to coordinate with the Food Stamp Program of Health and Rehabilitative Services (HRS) in registering food stamp recipients for available employment. Persons certified for food stamps must complete an Employment Service application while in the Food Stamp office. It is then the responsibility of Food Stamp office staff to forward all applications to the nearest Employment Service office. Applicants, however, are not required to make a personal contact visit to the Employment Service office. The majority of food stamp recipients have never been

referred to employment opportunities. When applications are forwarded to the Employment Service, they are coded, computerized, and placed in an eligible applicant pool. Those persons are, therefore, in direct competition with other applicants. Many persons receiving food stamps are migrant and seasonal farmworkers, with an average eighth-grade education. Problems in coordination with the Food Stamp Program are as follows:

- A State representative of the Food Stamp Program maintains that only those persons who are actually certified for food stamps are required to complete an Employment Service application. However, on the local level food stamp representatives are, in some instances, giving Employment Service applications to persons who have applied but not been certified for stamps.

- Some Employment Service applications (as high as 13% in one office) that are forwarded by the Food Stamp offices are not adequately completed. Vital questions that provide the basis for coding and computerization are not filled out. Therefore, those applications, in some cases, remain in Employment Service offices in the inactive files indefinitely. On the State level, representatives assumed that local Employment Service staffs were returning the Employment Service applications to Food Stamps for completion. This was determined to be an actuality in only two of the nine offices surveyed.

The above examples display not only a lack of inter-agency coordination, but also a lack of intra-agency coordination.

A major problem within the Florida State Employment Service in the four-county catchment area is outreach for recruitment of migrant and seasonal farmworkers. Outreach slots are assigned to counties based on the number of migrant and seasonal farmworkers determined to be in the area and by request of the Employment Services managers. The Employment Service determined the number of farmworkers in Orange County during Quarter I of the 1978 fiscal year to be 5,846. Only forty-nine farmworkers were recorded in the Employment Service eligible applicant pool, which is less than 1% of the total.

There is one outreach worker in Orange County; he is responsible for the recruitment of prospective farmworker employees for six Employment Service offices. During the winter quarter, the citrus-picking season (Orange County's larges farm industry), many of the farmworkers are Hispanic. However, the Orange County outreach worker does not speak nor understand Spanish. Recruitment of migrant and seasonal farmworkers is a difficult responsibility

in Orange County due to the wide geographical settlement of seasonal farmworkers throughout the county. The utilization of one person for outreach makes the task of recruitment an insurmountable problem. The Seminole County offices do not have a migrant outreach worker although during Quarter I of fiscal year 1978, Employment Services determined that there were in excess of 2,000 migrant/seasonal farmworkers in Seminole County.

The problem with outreach again exemplifies the lack of intra-agency coordination on both State and local levels. The Employment Services manager for Orange County has never requested additional outreach workers because the current outreach worker has neither verbally nor non-verbally expressed problems in outreach, i.e. language barriers, geographical distribution, the time limitations of an 8:00-to-5:00, Monday-through-Friday workweek (a time when most farmworkers are at work), and additional office responsibilities such as screenings, referrals and follow-ups.

At the same time, State officials receive outreach reports and have noted the small monthly numbers of farmworkers recruited. They will not suggest the addition of bi-lingual outreach workers without a direct request from Orange County Employment Service managerr.

Significant numbers of migrant and seasonal farmworkers are not being served by Employment Services in the target four counties. The Department of Commerce defines a significant number of farmworkers to be at least 250 or more during one fiscal year. Of the nine Employment Service offices surveyed, two have served a significant number of farmworkers during the last fiscal year, 1977-1978: Lake (over 400) and Seminole (approximately 250).

The State Department of Commerce, Employment Service Division is mandated by the Richey Court Order to provide a monitoring system to ensure the local offices' adherence to the court order. The State has complied with the mandate by employing a State Monitor Advocate and an Assistant to the Monitor Advocate. The State Monitor Advocate evaluates and monitors significant offices to ascertain that they are in compliance with the Judge Richey Court Order. By Employment Service definitions, only two offices in the four-county catchment area are categorized as significant offices.

Discussions were held with the State Monitor Advocate to ascertain his responsiblities. This position was created as a result of the Richey Court Order. The Monitor Advocate's responsibilities include the monitoring and evaluation of significant offices in the State to determine their compliance with court order. The Monitor Advocate maintains that his duties involve

evaluating significant offices once each fiscal year to determine that the court order is being adhered to.

Files on migrant and seasonal farmworkers are reviewed, office procedures are evaluated and filed complaints are examined during the visit. The Monitor Advocate also provides technical assistance when requested by office managers. At the completion of the evaluation, the manager is informed of all changes that must be made within thirty days of the visit to comply with regulations. A written report verifies the findings. At thirty, sixty, and ninety day intervals after the visit, the Monitor Advocate again checks to determine that each office is still in compliance.

The Department of Labor has established as significant offices those which serve or have the potential to serve at least 250 or more farmworkers. Report 223 is an agricultural labor estimate of how many farmworkers are in certain areas. The Rural Manpower section is responsible for the completion of Form 223.

The Monitor Advocate stated that no major problems in complying with the Richey Court Order have been encountered thus far. Primary problems stem from two things: (1) lack on the part of some Employment Service offices to serve significant numbers of farmworkers even though they have the potential to do so, and (2) personnel at some Employment Service offices failing to provide full services to farmworkers.

The Monitor Advocate maintains that the Department of Labor change in the definition of seasonal farmworkers has eliminated many people from the Employment Service records who were previously classified as seasonal farmworkers, thus changing the designation of some offices as one serving a significant number of migrant and seasonal farmworkers.

Orange County offices have the potential to serve at least 250 farmworkers and the Monitor Advocate has noted the consistently below-potential number served as a primary problem. However, during the past year, nothing has been done to alleviate this problem.

It is recommended that regulations governing Employment Services be re-evaluated to eliminate ambiguities concerning the roles of local offices versus the role of State offices. The lack of coordination between and within offices are possibly due to the lack of clarity in communicative devices utilized by Employment Services.

Attempts have already been made to remedy previous ambiguous directives on Employment Services-Food Stamp coordination by the State Department of Commerce. Clarity on outreach procedures and Monitor Advocacy procedures is essential in complying with the Richey Court Order.

CETA Programs Overview

Four Manpower Services offices were surveyed, two of which were Balance of State offices. The Manpower offices, unlike Employment Services, are not mandated to provide specialized services for migrant and seasonal farmworkers. Local offices are allowed to choose preference groups they will serve depending upon significant representative numbers of persons in those groups within the county. None of the four offices surveyed listed migrant/seasonal farmworkers as a preference group.

Manpower Service Directors/Planners estimated the number of farmworkers served by their agencies during fiscal year 1976-1977 as follows:

Orange County:	1 farmworker
Seminole County:	26 farmworkers
Lake County:	4 farmworkers
Sumter County:	4 farmworkers

As indicated by the figures, Manpower Service agencies in the four-county target area are not serving a significant number of farmworkers.

There are not recruitment procedures for farmworkers, such as outreach slots, news media, etc. The Balance of State Manpower Director for the State of Florida maintains that an essential function of the Balance of State offices is to provide outreach in areas where there are high concentrations of economically disadvantaged persons. In the Sumter and Lake County offices there are no positions designed specifically for outreach in low-income areas.

Farmworkers in the four-county survey area must compete on an equal basis with local residents for semi-skilled and skilled labor. In one instance, the Seminole County Manpower Office referred more than one-hundred applicants to an employer for one job slot. It is difficult for the average farmworker to obtain employment with less than an eighth-grade education and no marketable skills. The chances decrease with the addition of competitors in the job

market, especially if one-hundred applicants are competing for one slot. The lack of transportation, particularly in Sumter County further decreases opportunities for gainful employment.

All persons seeking CETA employment through Titles II and VI public service employment must be initially screened through the nearest Florida State Employment Service. The Employment Service determines the applicants' eligibility status based upon the eligibility criteria established by the Comprehensive Employment and Training Act. Such eligibility criteria include: residential status, economic situation, family size, and length of employment. When one is deemed eligible for a CETA position he must follow the same procedure. Applicants are referred to only one job slot per day.

Discrepancies have occurred between Employment Services' computerized lists of jobs and actual CETA openings. When such discrepancies develop, applicants may be screened and referred to CETA for positions that have been previously filled. Once more the applicant must go through the screening process before he/she can be referred to another employment opening. In the process of being screened, several forms are required to be completed:

- an application for Florida State Employment Service records,
- a special waiver of rights for farmworkers,
- an application for CETA records, and
- most prospective employers require their respective agency application to be completed.

If placed in a position, the participant is counted as a placement by both Employment Services and CETA, thus resulting in duplications in the numbers of farmworkers individually served by both agencies.

Manpower managers stated the following reasons for the small numbers of farmworkers being served:

- The vast amount of paperwork that a prospective employee must complete. Some persons applying for jobs have great difficulty in reading and understanding complicated applications. Applicants who need assistance in completing forms often times are too embarrassed to ask for it.
- There are no agricultural related positions available through the four CETA offices surveyed. Over 75% of the available positions require some degree of skills and professionalism.

- Migrant/seasonal farmworkers are not a preference group for any of the four offices surveyed, therefore, there is no special emphasis placed on recruitment of farmworkers.

- The Judge Richey Court Order, mandating special treatment of migrant and seasonal farmworkers, only applies to the Employment Service; therefore, Manpower Service staffs were not trained in farmworker needs or services. Managers felt that there was a general lack of knowledge of the special needs of farmworkers by their staffs.

Although Manpower managers/planning specialists expressed mutual ideas on the problems of CETA in serving migrant and seasonal farmworkers, all were hesitant to implement programs to alleviate those problems.

The FTU project staff recommends the following changes to improve services to migrant/seasonal farmworkers in the four Manpower offices surveyed:

- Due to the large influx of farmworkers in the area, migrant migrant and seasonal farmworkers be designated as a preference group by all Manpower agencies. CETA's primary goal is to serve the economically disadvantaged, unemployed, and underemployed. Based upon the seasonality of crops within the catchment area, approximately 85 percent of farmworkers are economically disadvantaged.

  The State Department of Manpower Services compiles quarterly statistics on the number of clients served by each CETA office in the State. The computerized tabulations are based on reporting forms forwarded by local offices. In some instances, estimates of local planners are not based on reporting forms forwarded by local offices. The figures on the computerized form are misleading and in some instances estimates of local planners are not based on accurate record-keeping systems. For example:

A. According to Quarter I, FY 7778, Orange County served 3 farmworkers in either Titles I, II, and VI. However, the Orange County Manpower office does not keep tabulations on the number of farmworkers served because they are not a preference group.

B. Seminole County was reported to serve 26 farmworkers during that quarter. Seminole County does not record farmworker visits.

C. Sumter County reported 0 farmworkers served, and Lake County reported 12. However, neither office records farmworker visits.

Those offices that place special emphasis on migrant and seasonal farmworkers will display a tendency to serve more farmworkers each quarter. Therefore, consistency in reporting systems is essential in order to adequately make comparisons between local Manpower offices in serving special target or preference groups.

- That bi-lingual outreach services be instituted in low-income target areas of the counties surveyed.

- That Manpower staffs are trained, as a part of their in-service training, to provide sensitive, helpful, emphathetic counseling for all persons with special needs, including migrant and seasonal farmworkers.

- That CETA Planners explore the possibility of funding agriculturally oriented training slots for those persons who are skilled in agricultural labor. These slots would include training to be managers, assistant managers, in nurseries, fruit packing plants, machinery operators, etc.

  Persons who are accustomed to farm labor all of their lives may find it extremely difficult to enter a different and unfamiliar field. However, such positions as listed above will give these persons an opportunity to rise above temporary ground-level positions. Such training positions will probably encourage more farmworkers to enter CETA training slots.

Adult Migrant Education Program Overview

There are two Adult Migrant Education Programs in the four-county area surveyed: Seminole County and Orange County. The Orange County office services both Lake and Sumter counties. Both offices have a limited number of slots available based upon monetary allocation from their funding source. The Seminole and Orange County offices were operating at full capacity.

Persons who applied for training slots in Adult Migrant Education were first counseled to ascertain their awareness of the current job market and to determine whether their chosen career field would be open by the end of training. Counselors, however, cannot insist that participants enter into training that they do not wish to enter. Only advice is given and the final choice is left to the participant. Courses that participants wish to enter must be available during the quarter in which they apply.

The number of applicants each fiscal year greatly exceeded the number of available slots; therefore selection of participants was primarily based on

whether the applicant could adequately display marketable skills at the end of training rather than family need.

Due to a rapidly changing job market, especially in the Central Florida area, a small percentage (less than 10%) of participants were trained in skills that were not marketable in the open job market. Those participants either received unemployment compensation or were retrained in another area. Job development in a number of cases could have eliminated the need for re-training of participants. In the process of retraining participants the following occurs:

- Other prospective participants must remain on waiting lists to enter programs.
- Double stipends are received by the retrained participant.
- The participant must be recounselled and re-followed through specialized training by the 303 staff.
- Such retraining may lead to abuse of the 303 program by some participants. In Seminole County, one participant was trained in a non-marketable skill and at the end of training she re-applied to be retrained in the same area.

Adult Migrant Education staffs, due to their close personal contact with farmworkers and their previous experiences as farmworkers themselves (95%), were more empathetic towards the clients they served than the Employment Service and CETA.

Although there was a multitude of paperwork required by Adult Migrant Education, as in CETA referrals, farmworkers entering the offices were assisted by counselors in completing them. Bi-lingual forms and counselors were available to those persons who had difficulty reading and understanding English.

In Orange County, the Employment Service has placed a microfiche viewer (list of available positions) in the Adult Migrant Education office for applicants' review. When interested in a position, an applicant is referred to the nearest Employment Service office for screening. There is no direct coordination between Adult Migrant Education and CETA except that CETA positions are also listed on the microfiche. Applicants for CETA jobs are sent to the Employment Service. Once referred to Adult Migrant Education, no follow-up is conducted on the applicant to determine their employment status.

In Seminole County indirect referrals are made to Adult Migrant Education by both the Employment Service and CETA. On the other hand, the Adult Migrant Education Program staff members make personal visits with participants in their programs to the Employment Service and CETA offices to search available job slots. Follow-up is conducted by the Adult Migrant Education staff to assure that all participants are placed in self-sustaining employment.

Employment Service agencies, Manpower Services, and Adult Migrant Education were grouped categorically and cross tabulated with the employees personal feelings about the adequacy of services provided by their respective agency to migrant and seasonal farmworkers. The results are as follows:

TABLE 58

EMPLOYEES EVALUATION OF SERVICE ADEQUACY

TOTAL AGENCIES	MORE THAN ADEQUATE	ADEQUATE	INADEQUATE	VERY INADEQUATE	NUMBER OF SURVEYS
EMPLOYMENT SERVICES	30.8%	59.0%	6.4%	2.6%	78
MANPOWER	0.0%	56.7%	30.0%	10.0%	30
ADULT MIGRANT EDUCATION	37.5%	25.0%	12.5%	12.5%	8

Of the employees surveyed, 89 percent felt that their agency provided either more than adequate or adequate services for farmworkers. It is interesting to note that 40 percent of those persons surveyed in CETA Programs maintained their agencies were inadequate in the services provided to farmworkers. Twenty-five percent (25%) of Adult Migrant Education employees believed their services to be inadequate, while only 9 percent of Employment Service personnel were of the opinion that ES services were inadequate.

Employment Service personnel have had more training in providing services to migrant and seasonal farmworkers due to the Richey Court Order. Adult Migrant Education staff receive periodic in-service training on providing services to farmworkers. CETA staffs' higher percentage on feelings of inadequacy of services to farmworkers may arise from the lack of emphasis for

preferential treatment of farmworkers on the federal level of Manpower Services.

Size of Caseload versus Adequacy of Services

There were several questions on the resource assessment that were pertinent to the provision of services to migrant and seasonal farmworkers by agency personnel. It is important to make notations of those particular results.

The number of clients per week for staff members ranged from 0 to 363. The average caseload was 40 clients. Managers and mid-level supervisors in Employment Service and Manpower offices primarily answered in the 0 to 10 range. Adult Migrant Education managers and mid-level supervisors were also direct contact persons for farmworkers, and their average number of clients were in the range of 30 to 50 per week. Intake and outreach personnel responded with numbers of 200 and above. Judgments on caseload size (excessive to light) depended upon the employment position of the person completing the resource assessment. An intake coordinator (one who hands out applications to be completed and directs clients to appropriate areas) may consider 200 to 300 clients a week to be moderate, wherein an employment counselor with the same caseload would consider it to be excessive.

TABLE 59
POSITION BY CASELOAD

	EXCESSIVE	HEAVY	MODERATE	LIGHT	NUMBER ANSWERING QUESTION
OFFICE MANAGER	0.0%	27.3%	18.2%	36.4%	9
MID-LEVEL SUPERVISOR	0.0%	0.0%	57.1%	28.6%	6
DIRECT CONTACT	3.8%	32.5%	52.5%	10.0%	79
SUPPORT POSITION	0.0%	17.6%	2.4%	41.2%	15

Thirty-six point three percent (36.3%) of those persons who were directly involved with clients believed their caseloads to be either heavy or excessive. Twenty-seven point three percent (27.3%) of managers and 17.6 percent support persons (all significantly high percentages) have heavy caseloads. It is important to note that only 10 percent (8 persons) of direct contact personnel had light caseloads. During a 40-hour work week, the greater the number of clients, the less time there is for a staff member to spend with each one. Feelings on the adequacy of agency services may be due to several factors including size of caseload, funding allocations, and sizes of staffs.

An assumption could be that the heavier the caseload of the individual completing a questionnaire, the more likely that person would believe that agency services were inadequate. However, the following chart does not wholly support such an assumption.

TABLE 60

ADEQUACY OF SERVICES BY SIZE OF CASELOAD

	EXCESSIVE	HEAVY	MODERATE	LIGHT	NUMBER ANSWERING QUESTION
MORE THAN ADEQUATE	0.0%	25.9%	55.6%	14.8%	26
ADEQUATE	4.6%	27.7%	46.2%	20.0%	65
INADEQUATE	0.0%	26.7%	33.3%	20.0%	12
VERY INADEQUATE	0.0%	33.3%	33.3%	0.0%	4

Sixty percent of those persons who felt that the services provided by their agency were inadequate/very inadequate had heavy caseloads, 66.6 percent had moderate caseloads, and 20 percent had light caseloads. Comparatively, 58.2 percent of those persons who felt their services were either more than adequate or adequate had excessive or heavy caseloads.

TABLE 61

ADEQUACY OF SERVICES

BY POSITION OF PERSON IN AGENCY

	MANAGER	MID-LEVEL SUPERVISOR	DIRECT CONTACT	SUPPORT POSITION
MORE THAN ADEQUATE	9.1%	0.0%	27.5%	23.5%
ADEQUATE	59.5%	42.9%	57.5%	52.9%
INADEQUATE	27.3%	57.1%	7.5%	11.8%
VERY INADEQUATE	9.1%	0.0%	5.0%	5.9%

Eleven managers and 7 mid-level supervisors in Employment Services, Manpower Services, and Adult Migrant Education completed the resource assessment.

Four of the 11 managers (36.4%) were of the opinion that their agency services were either inadequate or very inadequate. Four of 7 mid-level supervisors (more than half), which accounts for 57.1 percent, stated that their services were inadequate.

The percentages were lower for direct contact persons and support positions. Twelve point five percent (only 10 staff members of 80) in direct contact positions stated that their agency services were inadequate or very inadequate. Seventeen point seven percent (17.7%) of the 17 support persons felt their agency services were inadequate or very inadequate. Based upon the small number of farmworkers who have been served by the agencies surveyed, it was surmised that direct contact personnel would be more critical of the services to farmworkers by their agency. However, the above chart expresses an opposite opinion. Eighty-five percent (85%) of direct contact persons were satisfied with their agency. That is 68 persons of the 80 direct contact staff members answering the questionnaire believed their services to be either adequate or more than adequate.

TABLE 62

POSITION BY TRAINING

	FSES REGULATIONS	TRAINING PROGRAMS	PERSONNEL TRAINING	CREW LEADER REGISTRATION	SERVICES TO FARMWORKERS
MANAGER	45.5%	18.2%	9.1%	18.2%	9.1%
MID-LEVEL SUPERVISOR	42.9%	14.3%	0.0%	28.6%	14.3%
DIRECT CONTACT	38.8%	23.8%	12.5%	10.0%	12.5%
SUPPORT POSITION	29.4%	11.8%	5.9%	11.8%	41.2%

A logical conclusion would be that persons having direct contact with farmworkers and rural poor would have more training in providing services to migrant and seasonal farmworkers than any other agency positions. In Table 60, however, only 12.5 percent direct contact persons, as compared to 41.2 percent support staff received training in serving migrant and seasonal farmworkers. In Employment Service offices, services to migrant and seasonal farmworkers are addressed in the FSES regulations. The question on the resource assessment from which this table was formulated was an open-ended question and there may have been some degree of ambiguity in the answers given. It is therefore estimated that some employees received training in serving migrant and seasonal farmworkers, yet answered with FSES regulations, and that percentage is unknown.

Funding Allocations

Employment Service

The Bureau of Employment Services provides job placement in agricultural and non-agricultural employment, testing, counseling referral to training, and referral to supportive services. The Employment Service also registers agricultural crew-leaders according to State and federal laws.

Statewide, the Employment Service has a total budget allocation for fiscal year 1978 of $4,160,100 specifically designated for farmworker programs which is disbursed among four areas:

1. Crew Chief Compliance offices,

2. Outreach for migrant and seasonal farmworkers,

3. Base Employment Services, and

4. Federal Farm Labor Contractor Registration.

The breakdown of the statewide budet is as follows:

CCCO - FY 78 $281,678 . . . . FY 77 $238,916

Outreach - FY 78 $329,197 . . . . FY 77 $395,000

Base ES - FY 78 $4,144,225 . . . FY 77 was not ascertained

FLCRA - FY 78 $405,000 . . . . FY 77 N/A

Local Employment Service offices do not have specific limits on the amount of funds their offices may utilize. As long as funds are available in the Florida Department of Commerce, local offices may request them. Local offices may request the use of CETA funds for hiring purposes. In the four-county catchment area, each primary Employment Service office utilized an undetermined amount of CETA funds for personnel costs.

The outreach program in the Department of Commerce, Division of Employment Security employs twenty persons. Two persons are in administrative positions within the State offices and eighteen are local Employment Service outreach workers. In the four-county area of survey, three outreach positions were funded by the State for fiscal year 1978. There is one outreach worker in Orange County (which has the largest agricultural population of the four counties), and there are two assigned to Lake County. The Lake County Employment Service requested and received approval for three additional CETA

positions. All outreach positions assigned by the State Employment Division are mandated to perform outreach in areas where there are large concentrations of migrant/seasonal farmworkers. CETA outreach workers are not specifically employed to serve migrant and seasonal farmworkers. There are sufficient funds remaining in the Employment Service outreach budget to request additional outreach workers. However, Orange and Seminole offices have not previously done so. According to FSES statistics, as stated by Gordon M. Punshon, Chief of the Bureau of Employment Services, 32,052 farmworkers were contacted by outreach personnel statewide during fiscal year 1977. There were no available records for fiscal year 1978 at the time of the resource assessment completion.

Manpower Services

The Manpower Service offices in Seminole and Orange counties are Title I Prime Sponsors and receive their funds directly from the Department of Labor. Lake and Sumter county offices are Balance of State offices and they receive funds directly through the State of Florida Office of Manpower Services. Programs for the Balance of State offices are operated locally although funds for such program operations originate in the State office.

In Orange County, Titles I, II, and VI had a funding allocation of $21,170,449 for fiscal year 1978, which was a substantial increase over the fiscal year 1977 budget of $4,762,389. None of the above funds are specifically designated to serve migrant and seasonal farmworkers. An additional 2.5 to 3.0 million dollars is allocated for CETA Title III, which is operated by the Orange County Department of Community Affairs. During Quarter I of fiscal year 1978, Orange County CETA recorded one migrant/seasonal farmworker as a participant in CETA VI training programs which was 4 percent of the total participants in CETA VI for the Orange County office. That one farmworker represented 1.7 percent of the total Orange County farmworker population according to Employment Services for Quarter I. Title VI allocations are $17,008,843 for fiscal year 1978.

Balance of State Offices

The Lake County Balance of State office has a funding allocation of $3,446.233.30. Twelve farmworkers (3 percent of the total clients served) were served by the Lake County office during Quarter I of fiscal year 1978. Twenty-six farmworkers (.05 percent of the total clients served) were served during fiscal year 1977. There are no funds specifically designated to serve migrant/seasonal farmworkers based upon Department of Labor definitions.

The Sumter County Balance of State office has a funding allocation of $545,424.59 for fiscal year 1978. No farmworkers are recorded as participants in any of the Titles I, II, III, or VI for fiscal year 78 nor were any recorded for fiscal year 1977.

Adult Migrant Education

The Adult Migrant Education Programs in Orange and Seminole County have more applicants than slots available each year due to funding allocations. The Orange County program was cut by $1,000,000 from fiscal year 1977 to fiscal year 1978. There were approximately $4000,000 in the fiscal year 1977 Adult Education Program, and there is a funding allocation of $3000,000 for fiscal year 1978. Three-hundred and four clients were served during fiscal year 1977 as compared to 275 served during Quarter I of fiscal year 1978. Therefore, approximately the same number of persons were served during fiscal year 1978 as in fiscal year 1977 with $100,000 less in funds.

Size of Staffs

Employment Services

There are 294 persons statewide in Employment Services whose positions require that they specifically have direct contact with clients (including farmworkers). Those positions include: Rural Manpower Representatives, Migrant and Seasonal Farmworker Specialists, Crew Chief Compliance Officers, Employment Specialists, Employment Interviewers, and Federal Farm Labor Contractor Registration staff. According to Employment Service records, 52 persons (statewide) are required to perform outreach in rural areas of the

counties. They are: 18 MSFW specialists, 20 Rural Manpower Representatives, and 14 Federal Farm Labor Contractors.

The 52 positions for services to migrant and seasonal farmworkers comprise .04 percent of the total Employment Service employees. Thirty-nine (.13%) of the total direct contact staffs (294 persons) are themselves former migrant/seasonal farmworkers.

According to Employment Service regulations, all local Employment Service offices receive annual workload appraisals which assess whether local offices have succeeded in providing services for farmworkers qualitatively and quantitatively in proportion to services for non-farm families. The total number of individuals placed during fiscal year 1977 was 133,902. The average individuals placed per staffs were as follows:

Lake - Sumter County . . . . . 206.9 average per staff of 27

Orange County . . . . . 193.8 average per staff of 63

Seminole County . . . . . 252.1 average per staff of 17

Although 32,052 farmworkers were contacted in Fiscal year 1977 through outreach, only 8,468 were available for employment according to the 1977 workload appraisal (26% of those outreached). Of those persons registered with Employment Service, 4,997 were fully registered (59%) which meanc the remaining 41 percent of farmworkers had waived all other rights and privileges afforded by Employment Service (i.e. counseling, referrals to other agencies, etc.) with the exception of being referred to available employment opportunities.

Manpower Services

The Orange County Manpower offices has a total staff of 57, with three placements interviewers having direct contact with farmworkers and rural poor.

The Seminole County Manpower office has a staff of 18, which is currently being increased to 35 and according to the CETA Planning Specialists, none of the employees are directly involved with migrant and seasonal farmworkers.

Lake County employs 16 persons, all of whom are involved in direct contact work with migrant and seasonal farmworkers.

The Sumter County CETA office's total staff of four are involved in direct contact with farmworkers.

No direct contact persons in the CETA offices in the four-county catchment area are former migrant/seasonal farmworkers.

Adult Migrant Education

The Orange County Adult Migrant Education Program has a total staff of 16, six of whom were formerly migrant/seasonal farmworkers. All staff members are in direct contact with migrant/seasonal farmworkers. An average of 18 clients per staff member were served (all farmworkers) during fiscal year 1978, Quarter I.

Prioritizing Farmworker Needs

Personnel in each of the surveyed agencies were requested to rank according to priority certain needs of farmworkers. Rank ordering was from one to six with number one being the highest priority need and number six the need they felt should be the lowest priority.

Educational training received a number one priority ranking from three of the four position levels of employees. Only mid-level supervisors felt that it did not rank as the number one priority need for farmworkers. As Table 61 shows, approximately 40% of the direct contact and support position personnel felt education should be the first priority with 36.4% of persons in managerial positions also ranking it first.

TABLE 63

EDUCATIONAL TRAINING

ORDER OF PRIORITY FROM 1 (High) TO 6 (Low)

POSITION IN AGENCY	PRIORITY ONE (%)	PRIORITY TWO (%)	PRIORITY THREE (%)	PRIORITY FOUR (%)	PRIORITY FIVE (%)	PRIORITY SIX (%)
MANAGERS	36.4	18.2	0.0	18.2	0.0	9.1
MID-LEVEL SUPERVISORS	14.3	0.0	42.9	14.3	28.6	0.0
DIRECT CONTACT	40.8	22.5	13.8	3.8	2.5	3.8
SUPPORT POSITIONS	41.2	5.9	23.5	5.9	11.8	0.0

Job Training - Those persons who had direct contact with clients placed significance on job training. More than 10% ranked it as the number one priority need and 32.5 percent ranked it as number two. Both managers and mid-level supervisors placed job-training as their fourth priority with housing and medical care receiving a higher priority ranking from these two positions.

TABLE 64

JOB TRAINING

ORDER OF PRIORITY FROM 1 (High) TO 6 (Low)

POSITION IN AGENCY	PRIORITY ONE (%)	PRIORITY TWO (%)	PRIORITY THREE (%)	PRIORITY FOUR (%)	PRIORITY FIVE (%)	PRIORITY SIX (%)
MANAGERS	0.0	27.3	9.1	36.4	0.0	18.2
MID-LEVEL SUPERVISORS	0.0	14.3	14.3	57.1	0.0	14.3
DIRECT CONTACT	11.3	32.5	18.8	8.8	7.5	7.5
SUPPORT POSITIONS	0.0	29.4	17.6	5.9	23.5	11.8

Adequate Housing - As previously stated, managers 45.5% and mid-level supervisors 42.9% considered housing to be the number one priority need for farmworkers. Direct contact persons considered housing as a third priority need and 23.5% of the individuals in support positions felt that it was a number one priority need.

TABLE 65

ADEQUATE HOUSING-

ORDER OF PRIORITY FROM 1 (High) TO 6 (Low)

POSITION IN AGENCY	PRIORITY ONE	PRIORITY TWO	PRIORITY THREE	PRIORITY FOUR	PRIORITY FIVE	PRIORITY SIX
	(%)	(%)	(%)	(%)	(%)	(%)
MANAGERS	45.5	9.1	18.2	9.1	0.0	9.1
MID-LEVEL SUPERVISORS	42.9	14.3	14.3	14.3	14.3	0.0
DIRECT CONTACT	22.5	10.0	25.0	21.3	2.5	5.0
SUPPORT POSITIONS	23.5	11.8	17.6	17.6	11.8	5.9

Medical Care - Both managers and mid-level supervisors ranked medical care as the number two priority need whereas direct contact and support position personnel ranked it fifth and fourth respectively.

TABLE 66

MEDICAL CARE

ORDER OF PRIORITY FROM 1 (High) TO 6 (Low)

POSITION IN AGENCY	PRIORITY ONE	PRIORITY TWO	PRIORITY THREE	PRIORITY FOUR	PRIORITY FIVE	PRIORITY SIX
	(%)	(%)	(%)	(%)	(%)	(%)
MANAGERS	0.0	36.4	18.2	9.1	18.2	9.1
MID-LEVEL SUPERVISORS	14.3	42.9	14.3	0.0	14.3	14.3
DIRECT CONTACT	1.3	8.8	7.5	25.0	26.3	17.5
SUPPORT POSITIONS	5.9	11.8	23.5	35.3	0.0	11.8

Increased Wages - Increased wages was ranked number five by each of the various positions completing the questionnaire: 45.5 percent managers, 28.6 percent mid-level supervisors, 23.8 percent direct contact persons, and 29.4 percent support personnel rated Increased/Improved Wages as number five.

TABLE 67

IMPROVED WAGES

ORDER OF PRIORITY FROM 1 (High) TO 6 (Low)

POSITION IN AGENCY	PRIORITY ONE	PRIORITY TWO	PRIORITY THREE	PRIORITY FOUR	PRIORITY FIVE	PRIORITY SIX
	(%)	(%)	(%)	(%)	(%)	(%)
MANAGERS	0.0	0.0	27.3	18.2	45.5	0.0
MID-LEVEL SUPERVISORS	28.6	14.3	14.3	0.0	28.6	14.3
DIRECT CONTACT	8.8	7.5	15.0	18.8	23.8	12.5
SUPPORT POSITIONS	17.6	11.8	5.9	17.6	29.4	5.9

Increased Benefits - Increased benefits was consistently ranked the number six priority by persons completing the resource assessment. Fifty-four point five percent (54.5%) managers, 57.1 percent mid-level supervisors, 40 percent direct contact persons, and 52.9 percent support staff ranked Increased Benefits as the number six priority.

TABLE 68

INCREASED BENEFITS

ORDER OF PRIORITY FROM 1 (High) TO 6 (Low)

POSITION IN AGENCY	PRIORITY ONE	PRIORITY TWO	PRIORITY THREE	PRIORITY FOUR	PRIORITY FIVE	PRIORITY SIX
	(%)	(%)	(%)	(%)	(%)	(%)
MANAGERS	9.1	0.0	0.0	18.2	9.1	54.5
MID-LEVEL SUPERVISORS	0.0	14.3	0.0	14.3	14.3	57.1
DIRECT CONTACT	2.5	5.0	6.3	8.8	23.8	40.0
SUPPORT POSITIONS	0.0	17.6	0.0	5.9	11.8	52.9

When all positions are combined, the problems/special needs of farmworkers are ranked as follows:

Number One Priority - Education (37.9% of total)
Number Two Priority - Job Training (30.2% of total)
Number Three Priority - Adequate Housing (22.4% of total)
Number Four Priority - Medical Care (23.3% of total)
Number Five Priority - Improved Wages (27.6% of total)
Number Six Priority - Increased Benefits (44.8% of total)

While education, job training and housing are the three highest priority rankings according to agency service personnel, there are distinct differences in the perceived needs by positions.

Housing was recognized as a top priority by the managers and mid-level supervisors and persons in support positions. Direct contact persons placed it third in the needs priority ranking.

- Adequate housing for low-income and senior citizens continues to be a problem in the four-county area surveyed. Therefore, it was anticipated that adequate housing would be an even greater need among migrant farmworker families. Agency employees, as expected, tend to recognize such a need. However, very little can be done by them, aside from referrals, to alleviate the housing problems.

Direct Contact and Support position personnel both place educational training as the highest needs priority with approximately 40% of persons in these positions agreeing that it should be a high priority.

- Educational training is stressed in all programs surveyed. Several CETA slots are designated for educational training, with the CETA youth programs emphasizing GED (High School Equivalency) training and vocational training. Employment Service staffs screen youth and adults for CETA eligibility and refer them to educational training slots in the CETA program. The Adult Migrant Education Program is primarily an educational/vocational training program. Referrals are made to social service agencies with special emphasis placed on providing participants with subsidies while in school.

With job training as with educational training, the Direct Contact and Support Position agency personnel ranked this item as a higher priority than managers and mid-level supervisors. One possible explanation for this is more frequent contact with a greater number of clients with more direct communication.

- Each of the offices surveyed is in the job placement business. Therefore staffs are ore familiar with status of the job market in their respective county and are capable of judging which employment areas applicants require more training.

When asked the average hourly wage of farmworkers, 31.9 percent stated $2.50 as an estimate. Sixty-nine percent (69%) of the persons completing the resource assessment answered between $2.00 and $3.00 per hour, yet employees ranked improvement of wages as the number five priority. It is also interesting to note that 54.3 percent of all persons questioned believed that farmworkers' incomes were insufficient to provide a decent living.

Agency personnel responded to a question as to why farmworkers did not receive services that are presently available. According to the 116 agency employees surveyed, the majority of farmworkers are not adequately informed of the availability of services:

Not informed of services	63.8%
Pride	2.6%
No way to get to service	15.5%
Reject because too complicated	10.3%

The above responses coincide with those given by farmworkers where assessing needs and use of services. Many farmworkers were not having needs met because they did not know the service was available, they did not have transporation, obtaining the service was too much of a hassle, or they did not know how to go about availing themselves of the service. Service agency personnel were also asked how they felt service to farmworkers could be improved. The three primary choices were: (1) improve outreach--16.4%, (2) make changes in administration--12.9%, and (3) provide more training for farmworkers--10.3%.

Based upon their knowledge of farmworker needs agency employees were asked what factors would best meet those needs. The majority (32.8%) answered job training as the primary factor, and increased wages (19.0%) as the second priority. Increased services was the third highest method for meeting farmworker needs (9.5%) and organizing unions was fourth with 6.9 percent of the surveyed personnel giving that choice.

In CETA Title I, the Orange County CETA office recorded three farmworkers (5.2% of farmworker population) as participants during Quarter I. Two of the three farmworkers, according to State Manpower statistics, were terminated during that quarter with neither entering unsubsidized employment. Title I allocations are $3,166,454 for fiscal year 1978.

In Orange County CETA Title II, one farmworker was recorded as a participant. Title II allocations are $995,152 for fiscal year 1978.

Funding allocations for Seminole County were never obtained by the project staff at the time of the resource assessment's completion.

Current Accomplishments in Coordinating Services Between Local Agencies

Employment Services - In Lake County, the Employment Service Manager has developed a Lake-Sumter Employment Coordinating Council which meets once a month to discuss mutual problems with clients to propose solutions to those problems through coordinated efforts. The goal of the council is to eliminate problems associated with adequately securing clients by having a non-financial agreement between agencies to appropriately counsel, refer, and follow-up clients, with each agency providing their respective services for the development of a self-sufficiency in disadvantaged clients.

To date, they have not eliminated many of the individual problems within agencies as anticipated. The council had its inception on during the fall of 1978, FTU project personnel facilitated the council during the early stages and have provided technical assistance throughout the year.

The Seminole County Employment Service sends representatives to a Social Services Council which meets monthly to discuss agency functions. The Seminole Council prides itself on bringing new and interesting speakers to each monthly meeting to briefly talk of their agency's responsibilities to the public and accomplishments to date. The purpose of the Seminole council is not to coordinate services, as previously hoped, but rather to make others aware of all available services in the county.

Similar to the Seminole Council, Orange County has a West Orange Services Council that meets monthly to discuss the functions of various Orange County agencies. At its inception on November 1, 1977, the council formed a calendar committee to coordinate a schedule of activities for the year. The Project Director of the FTU Farmworker Project is a standing member of that committee. The FTU Project staff initiated the restructuring of the original council in order to enhance its success.

Both the Seminole Coordinating Council and the West Orange Services Council serve a useful function in continually up-dating outreach workers on services available in their respective areas. Meetings are attended mainly by outreach workers and are one-way talk sessions. There are no opportunities for discussing coordination as with Lake-Sumter Coordinating Council. The Lake-Sumter group has supervisory and management personnel representing their agencies.

VII

RESOURCE ASSESSMENT SUMMARY

It has been concluded that a significant number of farmworkers in the four-county survey area are essentially not receiving all of the Department of Labor funded agency resources available to them. Two agencies, Lake County Employment Service and Seminole County Employment Service have in fact served significant numbers of farmworkers during fiscal year 76-77 and Quarter I of fiscal year 1978.

Reasons for the deficiencies in serving farmworkers vary and perhaps are primarily the result of the farmworkers' inabilities to express needs and demand services or the agencies' inadequacies, or a combination of these and other factors.

Many times, agency personnel's perceptions of the people they serve, whether adverse or positive may skew the adequate provision of such services. The same is true for clientele's viewpoints about the agencies serving them.

The Florida State Employment Service, Manpower Services, and Adult Migrant Education in some cases perform similar functions i.e., job development, outreach, job training, staff training, referrals to supportive services, and job placements to the same clientele i.e., migrant and seasonal farmworkers.

In reviewing the above areas of responsibility the following conclusions are drawn:

Job Development - The two Adult Migrant Education Programs are the forerunners in job development for farmworkers in the fifteen agencies surveyed. All staff members of each Adult Migrant Education office are involved in job development for those participants completing vocational/ educational training.

Based upon the experiences and knowledge of the FTU project staff, resources (employment opportunities) are available in the four-county area of survey. Private industry (through advertisements) recruit persons for various employment slots ranging from administration to semi-skilled labor.

However, as stated in the body of the report, seven of the nine Employment Service managers interviewed maintained that their office did not specifically perform job development duties to increase placements of migrant/seasonal farmworkers.

Job development is an essential function of each of the four Manpower offices surveyed, however, not specifically for farmworkers. Manpower offices have designated preference groups which establish the basis for their job development efforts.

Even with the above known factors, only 5.2 percent of the 116 persons surveyed were of the opinion that increased job development would improve their agencies' services to farmworkers.

Outreach - Migrant/seasonal farmworker outreach specialists are a must in Employment Services because of the guidelines established in the Judge Richey Court Order. Outreach is a requirement of the Balance of State offices in Florida (two in the survey area) due to their rural clientele. Adult Migrant Education offices also are required to perform outreach in areas that have high concentrations of migrant/seasonal farmworkers. Of the agency personnel surveyed, 63.8 percent indicated that they felt that farmworkers were not informed of the services available.

Sixteen point four percent (16.4%) of the 116 people surveyed maintained that agency services to farmworkers could be improved by improving outreach efforts. Twelve point one percent (12.1%) maintained that increased outreach would improve the quality and quantity of services provided by their agencies.

It has been determined that in Orange County, the one outreach specialist for the county's farmworker population is not sufficient. This determination is based on discussions with the managers, the outreach specialist, farmworkers themselves (located in the areas of outreach), and statistical data (number of farmworkers recruited and served by Employment Service in Orange County). Adult Migrant Education has a limit on the number of training slots available and in both counties they are operating at full capacity. However, when efforts are coordinated appropriately, Adult Migrant Education staff members often times refer applicants who are ineligible for Adult Migrant Education slots to CETA and Employment Services for available employment.

The outreach specialists in Lake County FSES appear to be more effective than in any other county in the area of survey.

Job Training - Thirty-two point eight percent (32.8%) of the 116 persons completing the resource assessment felt that job training would better meet the needs of farmworkers. Job training for migrant and seasonal farmworkers also ranked number two in priority of the needs of farmworkers by agency staffs. Educational training, which can be construed as coinciding with job training was ranked as the number one priority (on a scale of six choices). Ten point three percent (10.3%) of 116 persons believed that their agencies' services to farmworkers could be improved if they (the agencies themselves) provided more training slots for farmworkers as opposed to referring them to other agencies.

Staff Training - Twenty-six point seven percent (26.7%) of the persons completing the resource assessment believed that their agency services could best be improved by the training of agency staffs regarding problems, needs, culture and attitudes of farmworkers. In an open-ended question concerning the ways of improving agency services, 4.3 percent of all persons answering the question (only 59 percent answered) stated that staff training needed improving.

Referrals to Supportive Services - Referrals to supportive services are inferred as being adequate housing, transportation, child care, AFDC, Health Services, Food Stamps, etc.

Nine point five percent (9.5%) of the agency respondents believed that increased services are necessary to better meet the needs of farmworkers. Among those, adequate housing and transportation were not included. Three point four percent (3.4%) felt adequate housing was a necessity and 2.6 percent were of the opinion that adequate transportation was needed.

Job Placements - Job placements in Adult Migrant Education are a direct result of job training. In some aspects of CETA, job placements are end results of training programs. In FSES, persons placed must already possess some type of marketable skill(s). However, in all areas, job placements of farmworkers are lacking in substantial numbers.

It had been deduced that farmworkers do not receive agency services that are available to them for various reasons. According to the 116 agency employees surveyed, the majority of farmworkers (1) are not informed that the

services are available, (2) have no way to get to available services (transportation problem), (3) reject the services because procedures are too complicated, and (4) are too proud to seek services.

Coordination of service delivery between existing agencies is an absolute necessity. Approximately 30% of the 116 persons completing the resource assessment stated that either a county level or multi-county level council or committee, representing all agencies serving farmworkers that would meet weekly, monthly, or bi-monthly, would greatly improve agency services. Coordination would most assuredly ge a primary goal of such a committee.

Other references to coordination are as follows:

- More than 5% of the 116 employees of FSES, CETA, and Adult Migrant Education believed that the development of common or standardized forms for all agencies dealing with farmworkers would improve delivery of services.
- Almost 5% of all respondents felt that a state level coordinating agency dealing with farmworkers would improve agency services.
- Amost 2% of all respondents stated that centralizing farmworker services on a county or multi-county level would improve delivery of service.
- More than 5% of agency personnel surveyed stated that community based service centers would improve the delivery of services to farmworkers.
- Almost 5% of all respondents believed that mobile units which could provide farmworkers with comprehensive services in their own communities would improve delivery of services.

It is interesting to note that persons in each of the positions from manager to support persons answered with some item of coordination as a factor in improving farmworker services.

The training of agency staff regarding problems, needs, culture and attitudes of farmworkers is perhaps the most important coordination factor. Not only should staffs be trained in the above social factors, but also in the functions and responsibilities of other service delivery agencies. Through discussions with agency employees, it has been established that many of them are not fully aware of the functions of other service agencies, even though they may refer clients to such agencies.

VIII

RECOMMENDATIONS

Based on the results of the needs and resource assessment surveys, personnel contacts with farmworkers, growers, advisory and in-group meetings, the following recommendations are proposed.

1. Florida State Employment Service, Manpower Services, and Adult Migrant Education should undertake vigorous efforts to include the private sector in job development activities.

2. Emphasis should be given by FSES, CETA, and AME to job development. This should be done on a non-competitive, cooperative basis. Job development is to go beyond opening new positions for migrant and seasonal farmworkers, and to include the stimulation and attraction of new businesses and employment opportunities. Intermediate and long-range planning is required in order that a rational procedure for recruitment, training, and placement can be developed.

3. Migrant and seasonal farmworkers should be designated by legislation as a preference group for Manpower Services.

4. A significant number of on-the-job training slots should be created for farmworkers who wish to settle out.

5. Outreach services should be increased and upgraded.
   a. Outreach should be provided to local FSES on the basis of the size of the farmworkers population and accessibility, and not upon "significant level served."
   b. Outreach workers should be strongly identified and familiar with the clients to be served.
   c. Outreach workers should be required to serve during times farmworkers are accessible.

d. Outreach workers from all state agencies should be coordinated at the local service area level and be monitored by a director of outreach services (see Model).

e. Bi-lingual outreach workers should be employed for service areas which have 5 percent or more potential clients who are Hispanic.

f. Outreach workers should receive pre-service and recurrent in-service training

(1) to provide sensitive, helpful, and emphathetic counseling to farmworkers, and

(2) to be aware of all public and private services whic are available and the pertinent eligibility requirements.

g. Salaries and a career development plan should be established to provide incentives and upward mobility for outreach staff of all agencies. Administration should regard outreach personnel as a significant and responsible element of their service program.

h. Outreach personnel assigned to migrant and seasonal farmworkers should not be required to undertake responsibilities which do not relate to farmworkers.

6. Local FSES should provide complete and considerate service to migrant and seasonal farmworkers through other personnel when the farmworker specialist is not available.

7. Agency staff should give positive assistance to farmworkers in the completing of forms. Farmworkers should be asked if they desire the assistance.

8. Agency staff should give positive assistance in making referrals. This is to include telephoning for appointments and assuring the availability of services if so desired by the client. A written note giving time and place of appointments should be provided to the client.

9. Job referrals by FSES should be preceded by a telephone call by the FSES staff member to ascertain the availability of the position and the possibility of an interview. The client should be provided with a simple map locating the interview site and listing the time and date of the appointment and the person to contact.

10. Counseling services must be upgraded and use encouraged by the farmworker client. A thorough assessment should be provided to include information about the client's skills, work experience, education, vocational training, interests, goals, and liabilities. A developmental plan is to be constructed to upgrade vocational skills and provide social skills upon which successful non-farmwork occupation depends. The assessment should include a thorough analysis of the supportive services required by the client, with the staff initiating contact with pertinent agencies and providing follow-up.

11. Placement of farmworkers in farmwork should not be considered a closure of service. If counseling reveals that the client has an interest in other vocational opportunities, placement in farmwork should be regarded as temporary and tentative. The placement agency should keep the file active and provide early follow-up when alternative work or training becomes available.

12. Directives from national, regional, and state office should be evaluated and re-evaluated to eliminate ambiguity prior to disseminating information to local offices, as should have been the case with Food Stamp/ Employment Service Coordination Directives.

13. A distinct Adult Migrant Education program with 100 slots should be established to serve Lake and Sumter counties. Orange County Adult Migrant Education program and the Seminole County Adult Migrant Education program should have the number of available slots increased. Inasmuch as approximately one-third of the respondents of the study were aware of this program, and that presently there is a waiting list, Adult Migrant Education should be enlarged rather than reduced.

14. Agencies should make a positive use of local public media to inform farmworkers of services and opportunities. This includes radio and television and use of bi-lingual announcements. More than 60% of the farmworkers surveyed indicated that relevision is the main source for learning the news followed by talking with others.

15. Efforts should be undertaken to establish bulletin boards in agencies and farmworker camps providing contemporary information regarding services, opportunities, rights, and educational materials pertinent to farmworkers. Bi-lingual and graphic depictions should be emphasized. All information services should be centralized and coordinated, possibly under Community Affairs.

16. A statewide hotline should be established under the auspices of all public services although administered by one agency. This twenty-four hour hotline, with bi-lingual staff and a toll-free number, would provide information on emergency as well as routine assistance available at the clients county of residence and receive grievances and suggestions. It is suggested that this service, at least in time, might go beyond being directed solely to farmworkers.

17. Intensive enforcement of child labor legislation, pesticide controls, vehicle inspections, field sanitation, and housing conditions should be undertaken immediately. Increased manpower and refined legislation should be provided, if necessary.

18. Quality child care must be increased in the rural areas to serve farmworkers. Costs, supportive services (transportation, etc.), and hours of service should reflect farmworker needs.

19. Federal legislation and interstate compacts must be developed to assure equity and consistency for the large number of interstate migrants.

20. Programs to teach employability and job development skills to farmworkers who wish to settle out should be funded. This should be coordinated with Employment Service, Unemployment Compensation, Adult Migrant Education, Health and Rehabilitative Services, as well as CETA Title I and VI positions.

21. CETA planners should explore the possibility of funding agriculturally oriented training slots for those persons who are skilled in agricultural labor but desire to upgrade their occupations (e.g. nursery foremen, mechanics, machine operators, clerical, etc.).

22. The State should initiate a model training program to service all State agencies at the local level. It is suggested that this program be developed under contract with an educational or training institution. The training project should utilize audio-visual tools, and the best methods of communication and learning. The primary emphasis of this training should be on attitudes, perceptions, and behaviors when dealing with clients. Secondary focal points would be the services available from the employing agency and intensive training on all related agencies and services.

IX

MODELS FOR COORDINATION

The following section contains brief descriptions of three proposed program models which would improve services to farmworkers while at the same time provide a coordinating mechanism for agencies serving farmworkers. The staff training model is possibly the easiest to implement. All models are based on pilot project staff experiences and are the results of discussions with agency service personnel.

Proposal Number One - Comprehensive Intake/Referral

The goal of any public service delivery system is to assist a client to achieve a higher level of self-sufficiency as a productive member of society. This may entail the provision of emergency services, extended supportive services, employment training, and placement assistance.

The client, whether single or a member of a family, is a total integrated human being. Assessment of need and the design of appropriate services must consider the total person. Presently, clients are generally treated in a fragmented manner. Each service agency "does its own thing." The client has to deal with a confusing number of personnel and forms. Services often are delivered in a sequence that seemingly has no reason or validity. Follow-up is sporadic; coordination is minimal. The client is often overwhelmed in the search from agency to agency. The frequent result is the continuation of dependency. The comprehensive intake/referral system plan that we are proposing is derived from our discovery that many service delivery agencies within the four-county area that the FTU project encompasses do not coordinate with each other in serving some of the same clients. In many instances there is vast duplication of administrative efforts and services.

In order to alleviate a problem such as this, one solution which has viability would involve a method for centralized/comprehensive intake and delivery of services. This concept is based on "one-stop" service delivery

systems revolving around an entire family's needs. The proposed delivery system would offer a casework/team approach and would involve:

- An agency pool with staff specialists representing the areas of employment/training services, social services, health/medical services, educational services, and legal services. There should be one specialist from each of the above areas who is well informed and aware of all the local programs that provide the needed services in their areas of specialization. Too many specialists in one area may defeat the purpose of the project. This will be a "buffer" team of specialists which will be the liaison between the caseworker and the service delivery agency.

  Each local agency which provides services in one or more of the specialized areas will have one staff member who will be the liaison for that agency with the program. This person will be contacted by the "buffer" team specialist. This agency designee will then perform or arrange the actual delivery of service for the client.

- A team consisting of two caseworkers will be assigned to each family requesting services. The caseworkers will be extensively trained in the areas mentioned above. However, the staff specialists will be more knowledgeable and will receive referrals from the caseworkers. It will be the responsibility of the caseworkers to ensure that the needy family sees the specialists most able to assist them with their needs. For instance, at a one-stop interview, the employment specialist would certify and place the father and mother in jobs or vocational training slots. At the same time, the educational specialist could certify pre-school children for educational programs for which they are eligible. He or she would work with a high-school student in developing career goals or assist a drop-out student in obtaining a GED or vocational/technical training. The health specialist would assist with dental, physical, or mental health problems the family members may have. The social services specialist may assist in obtaining food stamps, clothing, transportation, and helpful information on maintaining a productive household. This is just an example of some of the many responsibilities the agency pool would have. Training of the casework team will be a primary ingredient of the program. Skills required for each member of the team will include familiarity with available services, ability to see the individual and the family as a total unit, ability to develop and maintain an intimate counseling relationship with the family or individual, and the ability to complete a thorough needs assessment. Caseworkers will be assigned to families in a geographical area which corresponds to the accessible services. A comprehensive intake application would contain all the pertinent information appropriate for each of the agencies

involved in the project. The caseworker team would serve in an advocate position for the client. Intake and counseling sessions could take place in the home of the client. The casework team would have direct and prompt access to the liaison persons and specialists in each agency. A specific plan of objectives with time tables will be developed between the team and the client family. This will result in the drawing up of a contract or letter of commitment agreeing to the individual plan and assigning responsibilities. Measuring the success of the system will be based in large measure upon the accomplishment of the agreed objectives.

- o A method of follow-up and continuous counseling will be incorporated into the comprehensive intake/referral system. Caseworkers assigned to a family will have the responsibility of meeting all the needs of that family, whether in educational services, health, employment, social services or other needs that may arise. Many farmworker families and rural poor are not at a point where they will have become wholly integrated or socialized into society. This will be one of the primary functions of on-going family counseling provided by the caseworker team. The goals of the agency will be:

  a. To afford farmworker families and other low-income residents the opportunity to become self-sufficient by providing self-help services that will have long-range effects.

  b. To provide services in such a manner that the results can be measured in quantifiable as well as qualifiable terms. This is where follow-up must occur.

- o Caseworkers follow-up each family's progress from the time of intake to post-delivery of services. Any additional needs that might arise would be met. After the family reached the point of self-sufficiency, periodic home visits would be made to assure the continuous well-being of the family. All counseling visits, service delivery visits, and post-delivery visits will be documented by the caseworkers and placed in the family's file as a record of progress.

- o Family needs from the youngest child to the oldest adult will be considered individually with specific attention being given to each one. To establish and maintain rapport between caseworkers, counselors, and the family, the home will be the location for intake, delivery of services and counseling whenever possible and convenient. There would be no cross-counseling, i.e. a family having several caseworkers handling the file. At the time two caseworkers are assigned to a particular family, that family will, in essence increase by two members. This is an example of how closely the caseworker will be expected to work with the family.

Proposal Number Two - Coordinated Agency Staff Training (CAST)

Based on inter-agency meetings and personal contacts with agency directors, the FTU pilot project has determined that often times individual agency staff that provide service delivery to low-income families are not empathetic to the needs of families they serve. It has also been determined that there is a dire need for inter and intra-agency training to familiarize all agencies with the functions of the other supportive service agencies. In this way, coordination should be greatly facilitated.

Typical agency staff training consists primarily of introducing staff to agency policies and procedures, program elements, eligibility criteria, application (intake), and placement details. There is little time given to the objectives of an agency as they relate to those of other agencies or to the characteristics of the clients, or to the improvement of communication skills.

This model proposes the development of a training program to address these needs. A primary objective will be to locate and develop trainers within each agency. The establishment of an inter-agency training team which will provide continuation of the training beyond the initial phase of the project is a second objective. Trainers within each agency will be those persons who are most knowledgeable of their individual agency's responsibilities and procedures. Staff training will not be limited in either staff participation or scope. In essence, all staff members in each agency will, in time, attend these training sessions. As new topics of discussion arise, they will be covered, thoroughly, effectively, and efficiently. Current and updated statistical research studies of the social conditions of farmworker families will be continuously utilized by trainers.

The following topics and sub-topics will be incorporated into the training module:

- Client characteristics: This will include a social history of farmworkers, an analysis of the social problems farmworkers have endured in the State of Florida, a cultural picture of the farmworker and his family, the work characteristics of the farmworker and health problems endured by farmworkers, etc.

- Agency profile: A discussion of the purpose of the agency, the legislative enactments affecting the agency, the history of the agency, pragmatic elements relating to the agency, the goals and obstacles to which the agency ascribes, the accomplishment of the individual agency(s) involved, and improvements in service delivery within the agency(s).

- o The role of supportive agencies: Referral of clients to appropriate agencies, coordination of services intro and inter-agency levels, description of services provided by supportive agencies.

- o Communication skills: Intake procedures, telephone conversations, positive thinking, decision making, motivational techniques, overcoming language barriers.

- o Everyone is important: Leadership roles, planning process, inclusion of all staff in the analyzation and resolve of problems, the team approach, incentives.

The staff and trainers will make use of currently available aids such as films, books, games, etc. However, training will not be limited to those techniques. Participants in the training sessions will be given the opportunity to create their own aids by use of video-tapes, role-playing, individual and group presentations concerning service delivery. The training sessions will be enjoyable as well as learning experiences. The following aids may be utilized:

a. Audio-visual presentations of interviews with farmworker families
b. Role-playing
c. Communications games
d. Decision-making activities
e. Advisory panels composed of farmworkers, citrus growers, etc.
f. Survey data relating to farmworker characteristics including income, housing, health, etc.
g. Films, filmstrips, and slides
h. Books and pamphlets
i. Research studies on farmworkers and related topics
j. Statistical analyses of the farmworker situation

The entire training package will be documented by means of a syllabus, which can be retained by the individual agency to recreate the entire training program at future time for up-dating the skills of new staff members and/or to be used as a refresher course for staff members who may desire a review of the concepts that they have learned.

Inter-agency training sessions will be held for trainers on a monthly basis after the original training session. Focus will be on:

- planned coordination of services between agencies with the goal of serving the whole person of family in an integrated manner,

- reviewing/learning eligibility requirements of the various agencies in order that referrals are made only when services will be available to the client, and

- eventually, these sessions might be adapted to "staffing" farmworker or other clients for a true holistic approach which could

  a. help the client move more quickly toward self-sufficiency, and

  b. eliminate duplication of services and fraud.

Proposal Number Three - Consolidated Outreach for Agencies Serving Farmworkers

The creation of an outreach staff to recruit farmworkers for programs appropriate to each individual's specific needs could result in the following benefits to agencies and to farmworkers:

1. Full utilization of servces available
2. Avoidance of duplication and misuse of services by clients
3. Clients' needs approached holistically
4. Cost effectiveness for agencies
5. Change of outreach from lowest position in agencies to a quasi-professional status
6. Outreach personnel could develop detailed knowledge of farmworker areas
7. Federal and State reporting requirements statisfied and double-checked

In order to accomplish the above:

- o Outreach would be a separate category mandated to work with all agencies serving farmworkers.
- o Outreach workers would be carefully trained and supervised by personnel in the outreach branch (as opposed to any one agency, although each agency would participate in training).
- o A common intake/eligibility form would be used (See Appendix F) which would satisfy the reporting and eligibility requirements of the state agencies and federal funds involved. Not only would reporting requirements be satisfied, but eligibility could be determined on the spot, thus avoiding waste of time, energy and money of farmworkers as well as individual agency personnel.
- o Consolidated outreach workers would be carefully chosen for:
  - a. knowledge of farmworkers,
  - b. knowledge of where and when farmworkers are in the area,
  - c. ability to speak with all farmworkers (must be bilingual),
  - d. initiative, and
  - e. industry.

- Consolidated outreach workers would be required to submit bi-weekly written reports to each agency detailing individuals contacted, their addresses, characteristics, and eligibility. When actual referrals are made, a copy of the common intake/eligibility form will be sent to each agency involved. Outreach workers would see the manager of each agency for a half an hour each week and would meet on a monthly basis with representatives of all agencies for a full discussion and evaluation of progress and problems.

- Specific provisions should be made for tasks to be undertaken by outreach personnel when most farmworkers are out of the area.

- Outreach workers should be prepared to make transportation arrangements when necessary whereby farmworkers can get to the agency(s) to which they have been referred.

TABLE A-1

HOURS WORKED PER WEEK (PIECE RATE)-JANUARY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0	141	41	42	4	1
12	1	0	45	6	2
15	1	0	48	21	6
16	1	0	49	1	0
20	4	1	50	10	3
24	3	1	54	25	7
25	3	1	56	6	2
27	1	0	60	20	6
28	2	1	63	7	2
30	19	6	66	1	0
32	1	0	70	1	0
35	13	4	72	2	1
36	6	2	84	2	1
40	40	12	MEAN:	44.7	

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TABLE A-2

WAGES PER HOUR (PIECE RATE)-JANUARY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	130	40	3.00	11	3
0.30	1	0	3.15	1	0
0.45	1	0	3.25	2	1
0.48	2	1	3.30	3	1
0.90	1	0	3.50	1	0
0.92	1	0	3.50	1	0
0.94	2	1	3.60	6	2
0.96	3	1	3.76	1	0
1.00	4	1	3.80	1	0
1.08	1	0	3.85	3	1
1.10	6	2	3.90	1	0
1.20	1	0	4.00	4	1
1.41	1	0	4.00	1	0
1.44	5	2	4.05	1	0
1.50	5	2	4.18	1	0
1.65	6	2	4.30	1	0
1.71	1	0	4.40	1	0
1.80	1	0	4.40	4	1
1.92	5	2	4.50	5	2
2.00	5	2	4.50	2	1
2.10	1	0	4.55	1	0
2.20	8	2	4.95	1	0
2.35	1	0	5.00	5	2
2.40	7	2	5.25	1	0
2.50	11	3	5.50	12	4
2.60	1	0	5.60	1	0
2.70	3	1	5.85	1	0
2.75	8	2	6.00	5	2
2.80	3	1	6.00	1	0
2.88	2	1	6.25	1	0

TABLE A-2 - Continued

WAGES PER HOUR (PIECE RATE)-JANUARY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
6.30	1	0	8.40	1	0
6.50	1	0	8.75	1	0
6.60	1	0	9.00	1	0
7.00	1	0	9.35	2	1
7.15	1	0	11.40	1	0
7.15	1	0	12.60	1	0
7.20	2	1	13.60	1	0
7.70	1	0	16.50	1	1

TABLE A-3

WAGES PER WEEK (PIECE RATE)-JANUARY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	121	38	49.68	1	0
4.50	1	0	54.00	2	1
25.20	1	0	55.00	1	0
25.92	2	1	56.00	1	0
27.50	1	0	56.40	1	0
28.20	1	0	57.60	2	1
			57.75	2	
30.00	1	0	60.00	2	1
31.50	1	1	64.80	1	0
38.40	1	0	66.00	1	0
			68.40	1	
40.00	2	1	70.00	2	1
40.32	1	0	72.00	1	0
43.20	1	0	72.00	1	0
44.00	3	1	75.00	1	0
45.00	2	1	79.20	1	0
46.08	2	1	80.00	2	1
48.00	1	0	82.50	4	1
49.50	1	0	84.00	1	0

TABLE A-3 - Continued

WAGES PER WEEK (PIECE RATE)-JANUARY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
84.60	1	0	135.00	1	0
86.40	1	0	135.00	2	1
88.00	3	1	136.50	1	0
90.00	4	1	137.50	1	0
96.00	1	0	138.24	1	0
96.00	1	0	140.00	1	0
96.25	1	0	144.00	3	1
97.20	1	0	144.00	1	0
98.00	1	0	151.20	1	0
99.00	1	0	154.00	1	0
100.00	3	1	154.00	1	0
103.68	2	1	157.50	1	0
108.00	1	0	157.50	2	1
108.00	1	0	158.40	1	0
110.00	2	1	162.00	1	0
110.00	1	0	162.00	2	1
112.00	1	0	162.00	1	0
112.50	1	0	165.00	2	0
112.80	1	0	165.00	1	0
115.20	2	1	167.20	1	0
115.20	1	0	168.00	1	0
115.20	1	0	172.80	3	1
117.00	1	0	175.50	1	0
117.60	1	0	176.00	1	0
118.80	1	0	176.00	1	0
120.00	2	1	180.00	1	0
120.00	7	2	180.00	1	0
125.00	1	0	180.00	1	0
132.00	2	1	180.00	1	0
132.00	2	1	182.40	1	1

TABLE A-3 - Continued

WAGES PER WEEK (PIECE RATE)-JANUARY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
192.50	1	0	257.40	1	0
194.40	1	0	264.00	2	1
196.00	1	0	269.50	1	0
198.00	2	1	270.00	1	0
198.45	1	0	270.72	1	0
200.00	1	0	280.50	2	1
207.90	1	0	283.50	1	0
210.00	2	1	285.00	1	0
210.00	1	0	297.00	2	1
210.60	1	0	308.00	1	0
211.20	2	1	309.60	1	0
216.00	1	0	311.85	1	0
218.70	1	0	312.00	1	0
220.00	1	0	315.00	2	1
220.50	1	0	326.40	1	0
231.00	1	0	336.00	1	0
234.00	1	0	343.20	1	0
235.20	1	0	356.40	1	0
240.00	1	0	378.00	1	0
240.00	1	0	393.75	1	0
245.00	1	0	420.00	1	0
252.00	2	1	504.00	1	0
252.00	1	0	792.00	1	0
254.80	1	0	891.00	1	0

MEAN: 155.81

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TABLE A-4

HOURS WORKED PER WEEK (HOURLY WAGES)-JANUARY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0	203	61	42	5	2
7	1	0	45	4	1
15	3	1	48	15	5
16	2	1	50	9	3
20	2	1	54	7	2
24	1	0	56	7	2
25	1	0	60	5	2
27	1	0	63	1	0
30	5	2	66	1	0
35	6	2	72	4	1
36	3	1	77	1	0
40	40	12	84	4	1
			126	1	0

MEAN: 45.38

TABLE A-5

WAGES PER HOUR (HOURLY RATE)-JANUARY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	203	59	3.00	11	3
0.10	1	0	3.11	1	0
0.67	1	0	3.15	1	0
1.10	1	0	3.25	1	0
1.18	1	0	3.29	1	0
1.20	1	0	3.30	1	0
1.25	2	1	3.38	1	0
1.35	1	0	3.40	1	0
1.50	1	0	3.50	2	1
1.75	1	0	3.60	1	0
1.80	2	1	3.70	1	0
1.95	1	0	3.75	1	0
2.00	4	1	3.80	1	0
2.07	1	0	4.00	7	2
2.20	7	2	4.15	1	0
2.25	2	1	4.17	1	0
2.30	1	0	4.37	1	0
2.35	3	1	4.38	2	1
2.40	3	1	4.40	1	0
2.45	1	0	4.50	2	1
2.50	10	3	4.80	2	1
2.60	4	1	5.00	2	1
2.65	21	6	5.50	6	2
2.67	1	0	5.85	1	0
2.70	1	0	5.91	1	0
2.75	5	1	6.00	1	0
2.80	1	0	6.25	1	0
2.85	2	1	6.50	1	0
2.95	1	0	8.75	1	0
2.97	1	0	9.00	1	0
2.98	1	0	20.00	1	0

MEAN: 3.25

TABLE A-6

WAGES PER WEEK (HOURLY RATE)-JANUARY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	202	61	105.00	1	0
3.50	1	0	105.60	1	0
27.50	1	0	106.00	8	2
31.20	1	0	108.00	1	0
37.50	1	0	108.00	1	0
39.75	2	1	110.00	1	0
41.30	1	0	110.00	1	0
42.40	1	0	112.50	1	0
45.00	1	0	114.00	1	0
45.50	1	0	117.50	1	0
48.24	1	0	119.00	1	0
55.00	1	0	119.70	1	0
59.40	1	0	120.00	11	3
72.00	1	0	121.50	1	0
74.52	1	0	122.50	1	0
75.00	1	0	124.80	1	0
81.00	1	0	126.00	1	0
82.50	1	0	127.20	4	1
88.00	2	1	130.00	1	0
90.00	2	1	130.00	1	0
91.00	1	0	132.00	1	0
92.00	1	0	132.50	2	1
92.75	1	0	135.20	1	0
94.00	1	0	139.95	1	0
94.50	1	0	140.00	1	0
94.50	1	0	140.00	1	0
96.00	2	1	143.10	2	1
96.12	1	0	144.00	1	0
99.00	2	1	147.50	1	0
100.00	4	1	148.00	1	0

TABLE A-6 - Continued

WAGES PER WEEK (HOURLY RATE)-JANUARY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
154.00	1	0	231.00	2	1
160.00	1	0	232.00	1	0
165.00	2	1	234.00	1	0
166.32	1	0	236.40	1	0
168.00	1	0	250.00	1	0
174.80	1	0	250.32	1	0
175.20	2	1	264.00	1	0
180.00	3	1	268.80	1	0
184.80	1	0	273.60	1	0
192.00	2	1	288.00	1	0
192.50	1	0	300.24	1	0
198.00	1	0	308.00	1	0
201.60	1	0	315.00	1	0
216.00	2	1	346.50	1	0
218.40	1	0	378.00	1	0
224.00	1	0	420.00	1	0
			600.00	1	0
			MEAN:	143.77	

TABLE A-7

HOURS WORKED PER WEEK (PIECE RATE)-MAY

CODE	FREQUENCY	ABSOLUTE PERCENTAGE	CODE	FREQUENCY	ABSOLUTE PERCENTAGE
0	197	69.1	42	5	1.8
15	2	0.7	45	6	2.1
24	2	0.7	48	14	4.9
25	3	1.1	54	11	3.9
30	12	4.2	56	3	1.1
32	1	0.4	60	9	3.2
35	3	1.1	63	1	0.4
40	14	4.9	84	1	0.7
			MEAN:	43.81	

TABLE A-8

WAGES PER HOUR (PIECE RATE)-MAY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	191	68	3.85	1	0
0.55	1	0	3.90	1	0
0.60	1	0	4.00	2	1
1.00	1	0	4.20	2	1
1.10	2	1	4.40	2	1
1.20	2	1	4.50	6	2
1.35	1	0	4.50	2	1
1.50	1	0	5.00	1	0
1.80	1	0	5.13	1	0
2.00	1	0	5.46	1	0
2.04	1	0	5.50	3	1
2.10	1	0	6.00	2	1
2.20	1	0	6.05	2	1
2.40	2	1	6.50	3	1
2.50	4	1	6.60	1	0
2.52	1	0	7.00	2	1
2.60	3	1	7.50	1	0
2.70	5	2	7.70	1	0
2.75	1	0	8.00	1	0
2.80	4	1	8.10	1	0
3.00	1	0	8.25	1	0
3.00	3	1	8.40	1	0
3.15	2	1	9.00	1	0
3.42	1	0	9.35	1	0
3.60	4	1	13.60	1	0
3.75	2	1	16.50	1	0
3.78	1	0			

MEAN: 4.24

TABLE A-9

WAGES PER WEEK (PIECE RATE)-MAY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	176	68	140.00	1	0
16.50	1	0	140.40	1	0
18.00	1	0	144.00	1	0
22.00	1	0	144.00	2	1
44.00	1	0	150.00	2	1
47.25	1	0	151.20	1	0
51.30	1	0	151.20	2	1
54.00	1	0	151.25	1	0
57.60	1	0	153.90	1	0
63.00	1	0	154.00	1	0
64.80	1	0	156.00	1	0
67.50	1	0	162.00	2	1
72.00	1	0	162.00	1	0
78.00	1	0	165.00	1	0
80.00	1	0	168.00	2	1
90.00	1	0	172.80	1	0
91.80	1	0	175.00	1	0
94.50	1	0	175.00	1	0
100.00	1	0	180.00	1	0
108.00	1	0	180.00	1	0
108.00	1	0	181.44	1	0
112.00	1	0	194.40	1	0
112.50	1	0	195.00	2	1
115.20	1	0	198.00	1	0
117.60	1	0	201.60	1	0
118.80	1	0	210.60	1	0
120.00	1	0	211.20	1	0
120.00	2	1	216.00	1	0
120.96	1	0	225.00	1	0
132.00	1	0	226.80	1	0

TABLE A-9 - Continued

WAGES PER WEEK (PIECE RATE)-MAY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
231.00	1	0	280.50	1	0
235.20	1	0	294.84	1	0
240.00	1	0	308.00	1	0
243.00	1	0	324.00	1	0
252.00	1	0	346.50	1	0
252.00	2	1	356.40	1	0
252.00	1	0	360.00	1	0
254.10	1	0	378.00	1	0
264.00	1	0	571.20	1	0
270.00	2	1	990.00	1	0
280.00	1	0			

MEAN: 182.34

TABLE A-10

HOURS WORKED PER WEEK (HOURLY RATE)-MAY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0	90	33	45	4	1
15	1	0	48	26	10
24	5	2	50	9	3
25	3	1	54	10	4
27	1	0	56	9	3
30	8	3	60	6	2
32	2	1	63	1	0
35	6	2	66	1	0
36	4	1	72	4	1
40	71	26	84	3	1
42	3	1	126	1	0

MEAN: 44.60

TABLE A-11

WAGES PER HOUR (HOURLY RATE)-MAY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	89	31	3.15	1	0
0.20	1	0	3.25	4	1
1.20	1	0	3.29	1	0
1.66	1	0	3.30	1	0
1.80	3	1	3.36	1	0
2.00	3	1	3.40	1	0
2.19	1	0	3.50	5	2
2.20	37	13	3.60	3	1
2.25	8	3	3.70	2	1
2.30	9	3	3.75	1	0
2.33	1	0	3.80	1	0
2.35	3	1	3.90	1	0
2.38	1	0	4.00	7	2
2.40	5	2	4.37	1	0
2.45	1	0	4.38	1	0
2.50	23	8	4.50	1	0
2.60	3	1	4.58	1	0
2.65	21	7	4.80	1	0
2.67	1	0	5.00	1	0
2.70	3	1	5.50	2	1
2.75	7	2	5.91	1	0
2.80	3	1	5.96	1	0
2.85	2	1	6.50	1	0
2.98	1	0	7.00	1	0
3.00	14	5	9.00	1	0
3.10	1	0			

MEAN: 2.83

TABLE A-12

WAGES PER WEEK (HOURLY RATE)-MAY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	90	33	108.00	1	0
5.00	1	0	108.00	2	1
24.90	1	0	110.00	1	0
52.80	1	0	110.00	4	1
54.00	1	0	110.40	1	0
59.40	1	0	114.00	1	0
60.00	2	1	114.24	1	0
66.25	1	0	117.50	1	0
72.00	1	0	118.80	1	0
72.00	1	0	119.00	1	0
75.00	2	1	119.70	1	0
78.00	1	0	120.00	17	6
79.50	3	1	122.50	1	0
80.00	4	1	122.64	1	0
83.88	1	0	123.20	1	0
87.50	1	0	124.00	1	0
88.00	14	5	124.20	2	1
90.00	1	0	126.00	1	0
90.00	4	1	126.00	1	0
92.00	3	1	128.80	1	0
92.75	1	0	130.00	2	1
94.00	1	0	130.00	2	1
94.50	1	0	132.00	1	0
96.00	1	0	132.50	1	0
96.12	1	0	134.40	1	0
98.00	1	0	135.00	1	0
99.00	2	1	135.00	1	0
100.00	4	1	137.40	1	0
105.60	10	4	138.00	1	0
106.00	11	4	140.00	1	0

TABLE A-12 - Continued

WAGES PER WEEK (HOURLY RATE)-MAY

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
140.00	1	0	181.50	1	0
143.10	2	1	189.00	1	0
144.00	1	0	192.00	1	0
144.00	3	1	193.20	1	0
148.00	2	1	194.40	1	0
148.40	1	0	195.00	1	0
150.00	3	1	198.00	1	0
151.20	1	0	201.60	1	0
151.20	1	0	210.24	1	0
154.00	1	0	214.56	1	0
156.00	1	0	216.00	1	0
157.50	1	0	218.40	1	0
160.00	2	1	224.00	1	0
162.00	1	0	236.40	1	0
165.00	1	0	273.60	1	0
168.00	1	0	280.00	1	0
174.80	1	0	302.40	1	0
175.00	1	0	308.00	1	0
178.80	1	0	315.00	2	1
180.00	2	1	378.00	1	0

MEAN: 126.78

TABLE A-13

HOURS WORKED PER WEEK (PIECE RATE)-AUGUST

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0	161	77.4	40	9	4.7
12	1	0.5	48	6	3.1
16	1	0.5	49	1	0.5
25	2	1.0	50	1	0.5
28	2	1.0	54	1	0.5
30	4	2.1	56	1	0.5
35	2	1.0	84	1	0.5
				MEAN:	39.5

TABLE A-14

WAGES PER HOUR (PIECE RATE)-AUGUST

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	154	81	3.00	2	1
0.60	1	1	3.50	1	1
1.10	1	1	3.75	1	1
1.24	1	1	4.00	1	1
1.25	1	1	4.20	1	1
1.30	1	1	4.80	2	1
1.34	1	1	4.95	1	1
1.47	1	1	5.00	1	1
1.50	1	1	5.13	1	1
1.74	1	1	5.40	1	1
1.80	1	1	6.50	2	1
1.84	1	1	7.00	1	1
2.10	1	1	7.20	1	1
2.20	1	1	8.00	1	1
2.40	1	1	8.00	1	1
2.50	2	1	9.35	1	1
3.00	1	1			

MEAN: 3.72

TABLE A-15

WAGES PER WEEK (PIECE RATE)-AUGUST

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	139	79	134.40	1	1
22.08	1	1	151.20	1	1
24.00	1	1	153.90	1	1
50.00	1	1	160.00	1	1
52.80	1	1	162.00	1	1
56.00	1	1	173.25	1	1
58.80	1	1	180.00	1	1
60.00	1	1	192.00	1	1
62.40	1	1	195.00	1	1
63.00	1	1	200.00	1	1
64.32	1	1	201.60	1	1
69.60	1	1	210.00	1	1
84.00	1	1	210.00	1	1
84.00	1	1	240.00	1	1
90.00	1	1	280.50	1	1
100.00	1	1	300.00	1	1
104.16	1	1	312.00	1	1
105.60	1	1	345.60	1	1
122.50	1	1			

MEAN: 140.96

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TABLE A-16

HOURS WORKED PER WEEK (HOURLY RATE)-AUGUST

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0	34	19	48	21	12
12	1	1	50	8	5
18	1	1	54	3	2
20	1	1	56	3	2
25	4	2	60	6	3
30	8	5	63	2	1
35	6	3	66	1	1
40	64	36	72	2	1
42	3	2	77	1	1
45	5	3	84	2	1
			MEAN:	43.59	

TABLE A-17

WAGES PER HOUR (HOURLY RATE)-AUGUST

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	33	17	3.15	1	1
1.00	1	1	3.20	1	1
1.60	2	1	3.25	3	2
1.65	1	1	3.29	1	1
1.70	1	1	3.50	4	2
1.93	1	1	3.60	2	1
2.00	4	2	3.70	1	1
2.10	1	1	3.75	1	1
2.15	1	1	3.80	1	1
2.20	12	6	3.88	1	1
2.22	1	1	3.90	1	2
2.25	3	2	4.00	6	3
2.30	14	7	4.32	1	1
2.33	1	2	4.38	1	1
2.35	4	2	4.50	1	1
2.40	5	3	4.57	1	1
2.50	13	7	4.75	1	1
2.60	5	3	5.00	4	2
2.65	20	10	5.78	1	1
2.70	2	1	6.25	1	1
2.75	13	7	6.50	1	1
2.80	3	2	7.08	1	1
2.85	1	1	7.20	1	1
2.98	1	1	8.00	1	1
3.00	9	5	9.99	1	1
3.10	1	1	10.00	1	1
3.13	1	1			

MEAN: 3.03

TABLE A-18

WAGES PER WEEK (HOURLY RATE)-AUGUST

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
0.00	33	19	105.00	2	1
30.00	1	1	105.60	3	2
41.40	1	1	106.00	8	5
44.40	1	1	108.00	1	1
45.00	1	1	110.00	4	2
49.50	1	1	110.40	1	1
66.25	1	1	112.00	2	1
68.75	1	1	114.00	1	1
69.00	1	1	117.50	1	1
71.40	1	1	118.80	1	1
72.00	1	1	120.00	8	5
73.50	1	1	123.75	1	1
77.00	1	1	124.00	1	1
77.20	1	1	124.20	1	1
79.50	4	2	125.20	1	1
80.00	2	1	126.00	1	1
86.00	1	1	127.20	3	2
88.00	5	3	128.80	2	1
90.00	1	1	130.00	2	1
90.00	4	2	130.00	1	1
92.00	7	4	132.00	1	1
92.75	1	1	132.50	1	1
94.00	2	1	137.50	2	1
94.50	1	1	140.00	1	1
96.00	1	1	140.00	1	1
96.00	2	1	144.00	1	1
96.00	1	1	146.79	1	1
99.00	1	1	150.00	2	1
100.00	5	3	151.20	1	1
104.00	2	1	154.00	1	1

TABLE A-18 - Continued

WAGES PER WEEK (HOURLY RATE)-AUGUST

CODE	FREQUENCY	ADJUSTED PERCENTAGE	CODE	FREQUENCY	ADJUSTED PERCENTAGE
156.00	1	1	209.52	1	1
157.50	1	1	210.24	1	1
160.00	1	1	228.00	1	1
165.00	1	1	231.20	1	1
172.80	1	1	240.00	2	1
177.00	1	1	250.00	1	1
177.10	1	1	250.32	1	1
180.00	2	1	273.60	1	1
181.50	1	1	300.00	2	1
191.94	1	1	312.00	1	1
192.00	1	1	315.00	1	1
192.00	2	1	345.60	1	1
200.00	2	1	504.00	1	1
201.60	1	1			

MEAN: 131.27

APPENDIX B

FARM WORKER INTERVIEW

INTERVIEWER _____ (129:2)

TIME STARTED _____
TIME FINISHED _____

131 Respondent's Status Within Household	132 Sex:	134 Age:
1. (____) Head Male	1. (____) Male	1. (____) Below 18
2. (____) Head Female	2. (____) Female	2. (____) 18-25
3. (____) Parent of Head		3. (____) 26-35
4. (____) Grandparent of Head	Racial Identity: 133	4. (____) 36-45
5. (____) Son/Daughter of Head	1. (____) Black	5. (____) 46-55
6. (____) Relative of Head_____	2. (____) White	6. (____) 56-65
7. (____) Friend	3. (____) Spanish Surname	7. (____) Above 65
8. (____) Boarder	4. (____) American Indian	
9. (____) Other_____	5. (____) Other_____	

	Codes
A. How long have you lived here? (#____months, #____years)	135:4
B. Do you/they: 1. (____) own? 2. (____) rent?	139
C. Do you get help with your rent or mortgage payment from an agency or the government? 1. (____) Yes 2. (____) No	140
D. Where do you consider your permanent residence? _____	141:2 143:2
E. 1. What is the monthly cost of your house? $_____	145:3
2. Does this include utilities? 1. (____) Yes 2. (____) No	148
3. If no, what is utility cost? Highest $_____; Last month $_____	149:2/3
4. Do you have a telephone? 1. (____) Yes 2. (____) No	155
F. 1. How many rooms do you have here? (Do not count bathrooms.) 1-2-3-4-5-6-7-8-8+	156
2. How about your water supply . . .	
a. Do you have water inside? 1. (____) Yes 2. (____) No	157
b. Hot water also? 1. (____) Yes 2. (____) No	158
3. Is there an indoor toilet? 1. (____) Yes 2. (____) No	159
4. Do you have a radio? 1. (____) Yes 2. (____) No	160
5. Do you have a television? 1. (____) Yes 2. (____) No	161
6. About how often do you look at a newspaper? 1. (____) Daily; 2. (____) Weekly; 3. (____) Seldom	162
7. What would you say is the main way you find out the news? 1. (____) Radio 3. (____) Newspaper 2. (____) Television 4. (____) Talking with others	163
G. I want to talk with you now about your work during the past year and some of the conditions under which you worked.	B64
1. Please describe your working conditions. (Put "1" in all they mention, then read through the list and put "2" when they say yes.)	(C1)

65. (____) Dangerous
66. (____) Enjoy working outdoors
67. (____) Good pay
68. (____) Bad or low pay
69. (____) Discrimination (race, sex)
70. (____) Too much stooping or bending over
71. (____) Poison spray
72. (____) Interesting work
73. (____) Long hours
74. (____) No health insurance
75. (____) No toilets
76. (____) Enjoy change of jobs
77. (____) No regular work
78. (____) Enjoy travel
79. (____) Work in bad weather
80. (____) General abuse
07. (____) Other_____
08. (____) Other_____
09. (____) Other_____
10. (____) Other_____

Card 02
Case No.
B06

Codes

2. Have you ever been hurt or gotten sick from your work? 1. (____) Yes 211
2. (____) No B12

Now I want to talk to you about the kinds of work you have done during the last twelve months. (Begin with present month and work back over the last twelve months.)

	Dates	Employed	Check week if Unemployed 1	2	3	4	Type of Work	Wage $/hr	Bin/Box #/hr	$/pc	Average Hrs Day	Days Week	City, State	(CI)
10	Oct.													213:30
9	Sept.													244:30
8	Aug.													313:30
7	July													344:30
6	June													413:30
5	May													444:30
4	Apr.													513:30
3	Mar.													544:30
2	Feb.													613:30
1	Jan.													644:30
12	Dec.													713:30
11	Nov.													744:30
10	Oct.													
9	Sept.													

H. Who do you feel can do the most to make your working conditions better? (Put "1" in all they mention, then read through the list and put "2" when they say yes.) Card 08 Case No

(____) Crew Boss _____ 806 807

(____) Owners or Growers _____ 808

(____) Farmworkers' Union _____ 809

(____) Farmworkers Working Together _____ 810

(____) Government _____ 811

(____) Myself _____ 812

(____) Other _____ 813:2 (CI)

Codes

I. What do you feel are the chances of farm working conditions getting better? (Read choices)
1. (____) Hopeless
2. (____) Some hope of change for the better
3. (____) Great hope of change for the better

815

J. Why do you feel that way? _____ (C1)

_____ 816:2

_____ 818:2

_____ 820:2

K. If you could do another kind of work, what would you like to do? (C1) 822:2

_____ 824:2

L. In order to plan better, we need some information about your family.

1. How many people live here now, including yourself? #_____ 826:2
   a. #_____ How many adults 18 years and over? 828:2
   b. #_____ How many children? 830:2
2. How often do the children who still go to school need to go with you to work to help out with the income? (Read choices)
   a. (____) Never
   b. (____) Rarely
   c. (____) Sometimes
   d. (____) Usually

832

3. How many pre-school children are here? (#_____) 833:2
   a. (If children) When you are working, what do you usually do with your pre-school children?
      1. (____) stay with relatives
      2. (____) stay with a baby-sitter
      3. (____) stay with older children
      4. (____) stay by themselves
      5. (____) go to work with me
      6. (____) go to Headstart
      7. (____) go to migrant pre-school
      8. (____) go to private nursery school
      9. (____) other _____

835

4. Do you get financial help for day-care? 1. (____) Yes 2. (____) No

836

   a. If yes, from whom?
      1. (____) 4-C
      2. (____) Welfare
      3. (____) WIN
      4. (____) Other _____

837

5. How many parents and grandparents (yours and your mate's) are/were farmworkers? (#_____ total) 838:2
6. What is the highest grade you (and your mate) have completed in public school?

   a. Respondent: 0-1-2-3-4-5-6-7-8-9-10-11-12-13-14-15-16-17-18-18+ 840:2

   b. Mate: 0-1-2-3-4-5-6-7-8-9-10-11-12-13-14-15-16-17-18-18+ 842:2

   c. How often does your mate do farm work when there is work?
      1. (____) Never 2. (____) Sometimes 3. (____) Most of the time

844
845

I would like to ask you about some problems and needs which everyone usually has at one time or another.

(C1)	Do you have a need right now for:			Is need being met?		If no, what kept you from getting help with it?						Other: (C1)
		YES	NO	YES	NO	Didn't know about	Didn't want help	Believe not elig.	No transport	Didn't know who/see	Not worth hassle	
846:7	Health Care											
854:7	Dental Care											
862:7	Food											
870:7	Full-time Job											
907:7	Getting High School Diploma											
915:7	Child Care											
923:7	Home Repair											
931:7	Better Home											
939:7	Legal Aid											
947:7	Health Insurance											
955:7	Help Paying Utilities											
963:7	Other											

These next questions are about agencies which can provide help to people. We need to know about your experiences with various agencies. What agencies have you used in the last year? (Put "1" in all they mention, then read through the list and put "2" when they say yes.)

Card 1C
Case No
101

(C1)	1. AGENCY	2. Have you heard abt. this agency or service?		3. Do you know what services it provides?		4. Times used last year	5. (If used) How well satisfied were you?			6. (If not satisfied) Why were you not satisfied? (Can check more than one.)				7. (If Service Agency not used.) Why haven't you used this service? (Can check more than one.)					
		YES	NO	YES	NO		NOT	SOME WHAT	VERY	Eligibility prob.	Poor service	Not enough aid	Other (C1)	Had no need	Did not know how to go abt	Not worth hassle	Transportation	Didn't know about	Other (C1)
1007:21	Food Stamps																		
1029:21	Unemployment Compensation																		
1051:21	Workmen's Compensation																		
1107:21	Farmworkers' Clinic																		
1129:21	Aid to Families with Dependent Children (Welfare)																		
1151:21	Adult Migrant Education																		
1207:21	Community Action/Affairs (Neighborhood Serv. Cent.)																		
1229:21	Manpower (CETA-Job placement and training.)																		
1251:21	County Health Clinic																		
1307:21	Employment Service																		
1329:21	Headstart																		
1351:21	4-C's Child Care																		
1407:21	Legal Aid																		
1429:21	C.A.M.P. - Florida Farmworkers Council																		
1451:21	Vocational Rehabilitation													1					
1507:21	Other																		
828																			

Codes

M. When you are sick, what do you usually do? (Read list if necessary.)
1. (____) See a private doctor
2. (____) Use home remedies — 1529
3. (____) Go to the health clinic
4. (____) Do nothing and hope it goes away
5. (____) Other _____

N. How do you usually pay for medical care?
1. (____) I pay myself
2. (____) Medical insurance through employer or union
3. (____) Medical insurance paid for by me — 1530
4. (____) Medicaid (green card) or Medicare
5. (____) Other _____

O. Do you owe any doctor bills now? 1. (____) Yes 2. (____) No — 1531
1. If yes, approximately how much? ($_____) — 1532:5

P. How much would you say you yourself earned working in the past year?
a. (____) under $1,000
b. (____) $1,000 to $2,000
c. (____) $2,000 to $3,000 — 1537
d. (____) $3,000 to $4,000
e. (____) $4,000 to $5,000
f. (____) over $5,000

1. When you work, are you usually a. (____) paid in cash b. (____) paid by check — 1538
2. Is Social Security withheld? 1. (____) Yes 2. (____) No 3. (____) don't know — 1539
3. Are you given a record (slip or stub) of your pay and deductions? — 1540
1. (____) Yes 2. (____) No 3. (____) Don't know
4. If more than one member of the family works, what is the approximate total family income for the past 12 months? ($_____) — 1541:5

B59

Interviewers: If money is the answer in the following questions, do not write money. Find out why they need money. — (C1)

Q. 1. What do you think is your greatest need right now? _____ — 1560:2

_____

2. How do you think this need can be met? _____ — 1562:2

_____

3. What do you think your chances are of having this need met?
1. (____) No chance 2. (____) Some chance 3. (____) Good chance — 1564

4. What is your next greatest need? _____ — 1565:2

_____

5. How do you think this need can be met? _____ — 1567:2

_____

6. What do you think your chances are of having this need met?
1. (____) No chance 2. (____) Some chance 3. (____) Good chance — 1569

Codes

7. What is your next greatest need? _____ 1570:2

_____

8. How do you think this need can be met? _____ 1572:2

_____

9. What do you think your chances are of having this need met? 1574
1. (____) No chance 2. (____) Some chance 3. (____) Good chance B75
Card 16
Case No

R. Do you have a car that works? 1 (____) Yes 2. (____) No 1607

S. How do you usually: (Check once in each column.)		1608 Get to Work	1609 Go shopping
1. Walk	1	( )	( )
2. Your own car	2	( )	( )
3. Crew leader gives me rides: Free	3	( )	( )
For pay	4	( )	( )
4. Friends or relatives give me rides: Free	5	( )	( )
For pay	6	( )	( )
5. Other _____	7	( )	( )

1608

1609

T. If you don't have a car, about how much do you spend each week to:
1. Go to work: ($_____) 1610:2
2. Go shopping: ($_____) 1612:2

U. If you have a car, how much do you spend on it each week? (Do not include car payment, if any.) ($_____) 1614:2

V. Observe/Circle:

Location: 1. Non-camp; 2. Camp; Grower's Camp; 4. Crew Leader's Camp; 5. Other 1616

Type: 1. Single house; 2. Duplex; 3. Apartment; 4. Trailer; 5. Other _____ 1617

Condition: 1. Standard; 2. Substandard; 3. Dilapidated 1618

Do you have any other comments you would like to make? (Probe) (C1)

_____

_____

_____

_____

_____

_____

_____

_____

INTERVIEWER: PUT YOUR COMMENTS AND REFERRALS ON THE BACK OF THIS PAGE

APPENDIX C

RESOURCE ASSESSMENT

1. Please check only one item which best describes your position in the agency.

   a. ( ) Office Manager/Supervisor or Assistant Office Manager/Supervisor
   b. ( ) Mid-level supervisor
   c. ( ) Direct contact with clients (outreach, intake, counseling, etc.)
   d. ( ) Support position (Planner/Evaluator, Job Developer, etc.)

2. a. How many clients do you have direct personal contact with during an average week? (#_____)

   b. If you do have direct personal contact with clients, do you consider your average weekly caseload:

   (1) ( ) Excessive
   (2) ( ) Heavy
   (3) ( ) Moderate
   (4) ( ) Light

3. How do you share recommendations, suggestions, ideas or problems with your immediate supervisor? (Check all that are appropriate.)

   a. ( ) Informal discussions
   b. ( ) Weekly staff meetings
   c. ( ) Written reports
   d. ( ) Monthly staff meetings
   e. ( ) Do not share suggestions, ideas or problems
   f. ( ) Other, specify _____

4. If you do share ideas, problems or recommendations, how are they received by your supervisor?

   a. ( ) Very well
   b. ( ) Moderately well
   c. ( ) Sometimes
   d. ( ) Not at all

5. a. When was the last training session you attended to assist you in meeting the needs of the clients you serve?

   (1) ( ) Within the past month
   (2) ( ) Two to three months ago
   (3) ( ) Four to six months ago
   (4) ( ) More than six months ago
   (5) ( ) Never had a training session

   b. If applicable, what was the topic of discussion in the last training session? Give a brief description of what it involved.

   TOPIC: _____

   _____

   _____

c. What other agencies were represented at the training session?

_____

_____

_____

d. Did you feel this training session met your needs? (___) Yes (___) No

If no, why not? _____

_____

_____

6. a. When was the training session immediately prior to the last one you attended to assist you in meeting the needs of the clients you serve?

(1) (___) Within the past month
(2) (___) One to three months ago
(3) (___) Four to six months ago
(4) (___) More than six months ago
(5) (___) Never had a training session

b. If applicable, what was the topic of discussion in that training session? Give a brief description of what it involved.

TOPIC: _____

_____

_____

c. What agencies were represented at that training session?

_____

_____

_____

d. Did you feel this training session met your needs? (___) Yes (___) No

If no, why not? _____

_____

_____

7. What is your perception of the eligibility requirements for the services which you perform?

a. ( ) Too strict
b. ( ) Too complicated
c. ( ) Too lenient
d. ( ) Just right

Please explain your answer _____

_____

_____

8. When working, which do you believe is the average hourly wage of a migrant or seasonal farm worker?

a. ( ) $1.50 per hour or less
b. ( ) $2.00 per hour
c. ( ) $2.50 per hour
d. ( ) $3.00 per hour
e. ( ) $3.50 per hour
f. ( ) $4.00 per hour
g. ( ) more than $4.00 per hour

9. From your experience, which of the following best represents your opinion of migrant and seasonal farm workers?

a. ( ) They receive an adequate income.
b. ( ) Generally, their income is insufficient to provide a decent living.
c. ( ) They could earn a decent, adequate income if they are willing to work hard.
d. ( ) They sometimes need assistance in learning to budget their money.

10. Services provided to farm workers by this agency are:

a. ( ) More than adequate
b. ( ) Adequate
c. ( ) Inadequate
d. ( ) Very inadequate

11. How can this agency's services to farm workers be improved?

_____

_____

_____

12. a. For those farm workers who do not receive services but would be eligible, what do you think accounts for the reason that they do not? Check more than one if applicable.

(1) ( ) Not informed that the services are available
(2) ( ) Pride
(3) ( ) No way to get to service
(4) ( ) Reject service because too complicated

12. b. Which of the above do you feel to be the primary reason(s)?

_____

13. Which of the following do you believe would better meet the needs of farm workers?

a. (___) Increased wages
b. (___) Getting into other work
c. (___) Job training
d. (___) Organizing (unions)
e. (___) Increased services
f. (___) Nothing additional is needed
g. (___) Other, specify _____

_____

_____

14. In terms of services provided by your agency, which of the following do you believe would improve those services?

a. (___) A county level council or committee representing all agencies serving far farm workers which meets (___) weekly (___) monthly (___) bi-monthly.
b. (___) A multi-county level council or committee, representing all agencies serving farm workers which meets (___) weekly (___) monthly (___) bi-monthly.
c. (___) Training of agency staff regarding problems, needs, culture and attitudes of farm workers.
d. (___) Increased outreach services.
e. (___) Develop common or standardized forms for all agencies serving farm workers.
f. (___) A state level coordinating agency dealing with farm workers.
g. (___) Centralizing farm workers's services on a (___) county (___) multi-county level.
h. (___) Meeting with a citizens advisory board composed of farm workers.
i. (___) Mobile units which could provide comprehensive services in a farm worker community.
j. (___) Community based service centers.
k. (___) Other, specify _____

_____

_____

16. Please rank in order of 1 through 6, with 1 being top priority and 6 the lowest, what you consider to be the problems or needs of farm workers.

a. (___) Adequate housing
b. (___) Education
c. (___) Job training
d. (___) Improved wages
e. (___) Increased benefits
f. (___) Medical attention

DATA SHEET

I. Basic Agency Information

A. Agency Name: _____

B. Address: _____

C. Director: _____

D. Phone: _____

E. Description of agency's function: _____

_____

_____

_____

_____

_____

F. Project areas served by agency: _____

_____

_____

_____

_____

_____

G. Type of agency:

1. (___) County
2. (___) City
3. (___) State
4. (___) Federal
5. (___) Private/Non-Profit
6. (___) Private/Profit
7. (___) Other, please specify

_____

II. Personnel Information

A. How many employees in the agency are involved in direct contact work with farmworkers and rural poor? (#_____)

1. What are their titles? a. _____ d. _____

b. _____ e. _____

c. _____ f. _____

2. Are any of these direct contact employees former migrant or seasonal farm workers?

a. (___) Yes
b. (___) No
c. How many? (#_____)

3. Are any Administrative Personnel former migrant or seasonal farm workers?

a. (___) Yes
b. (___) No
c. How many? (#_____)

B. How many of your agency's employees are of the following racial/ethnic groups?

1. Black (#___)
2. Non-Latin White (#___)
3. Spanish (#___)
4. Oriental (#___)
5. American Indian (#___)
6. Other, please specify _____(#___)

C. How many employees have been terminated from the agency within the past twelve months? (#_____)

1. How many of those positions have since been filled? (#_____)

D. How many new positions were created in the last twelve months? (#_____)

E. How many clients were contacted during FY 77 through the outreach efforts of staff? (#_____)

F. Are there specific staff positions designed to perform outreach in rural areas of the county? (___) Yes (___) No

1. Position(s) and title(s): a. (#___) _____

b. (#___) _____

c. (#___) _____

G. Please list the procedures that a client must go through in order to receive a service from your agency. Begin with the moment he enters the office to the time the service is provided.

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

H. Does your agency have follow-up procedures for each client? (___)Yes (___)No

1. Please list the client follow-up procedures that your agency's staff performs. Begin with the delivery of service, either by your agency or a coordinating agency.

a. _____

b. _____

c. _____

d. _____

e. _____

f. _____

g. _____

h. _____

i. _____

j. _____

I. List other local, state and federal agencies that your agency coordinates with for provision of services.

Agency Name	Type of Coordination (meetings, newsletters, etc.)	How often do you meet? (weekly, bi-weekly, etc.)
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

III. Program Information

A. Does your agency have special funds allocated for programs to serve farm worker families and the rural poor? (___)Yes (___)No

1. If yes, how much is appropriated and what types of programs are they used for?

a. Type of Program: _____ Amount: $_____

b. Type of Program: _____ Amount: $_____

c. Type of Program: _____ Amount: $_____

B. Are there any Employment/Vocational Training Programs designed for rural and farm worker families? (___)Yes (___)No

1. If yes, please complete.

Type of Training	Number of Training Positions	Length of Training	Number Placed in Employment
1.			
2.			
3.			
4.			
5.			

C. How does your agency determine that there is a need for the above type of training?

_____

_____

_____

D. Does your agency guarantee employment to persons enrolled in training programs at their completion? (___)Yes (___)No

E. How many of your agency's CETA employees were integrated into permanent agency positions during the past twelve months? (#_____)

F. Program Title	G. Length of Program	H. Program Budget FY 77		I. Planned Budget FY 78		J. Number of Personnel			K. Total Clients Served FY 77				L. Farmworkers Served FY 77				M. Total Clients Plan'd FY 78				N. Farmworkers Plan'd FY 78			
		Budget Title	Amount Allocated	Budget Title	Amount Allocated	Prog. Adm.	Prog. Oper.	CETA	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4
1.																								
2.																								
3.																								
4.																								
5.																								
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10.																								
11.																								
12.																								
13.																								
14.																								
15.																								

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APPENDIX D

AGENCIES AND INDIVIDUALS CONTACTED

Lee Ponder, Employment Security, Department of Commerce

Anita Montgomery, Director, Rural Health Center, Seminole County

Herb Mansfield, Director, West Orange Farm Worker Health Clinic, Orange County

Barbara Conover, Department of Community Affairs, Director, Apopka Neighborhood Service Center

Leonard Miller, Department of Community Affairs, Outreach Worker, Neighborhood Service Center

Barbara Bey, Thee Door, Commission on the Status of Women

Walter Miller, Florida Department of Education, Migrant Child Compensatory Education

Hal Pringle, Director of Research, Thee Door

Dennis O'Reiley, Director, Thee Door, Apopka Office

Judson Burdick, Seminole County Planning Department

Dick Mills, Director, Human Services Planning Council

Clyde Stevens, Florida Department of Education, Director, Migrant Education, Region III

Gary Crum, Migrant Labor Program, Department of Community Affairs

Pedro Narezo, Migrant Labor Program, Department of Community Affairs

Ed Feaver, Director, Office of Manpower Planning

Algerina Bradwell, Seminole County Migrant Child Compensatory Education Program, Resources Coordinator

Dr. Richard Reidenbach, College of Business Administration, Florida Technological University

Jeff Flaherty, Deputy Director, Orange County Department of Community Affairs

Richard Tombrink, Harvesting Manager, Lykes-Pasco

Wendell Springfield, Harvesting Manager, Duda & Sons

John Veldhuis, Harvesting Manager, Lake Region Packing Association

Bill Alberson, Harvesting Manager, Golden Gem

John Miller, Owner, Miller's Farm Labor Camp

Ed Deneef, Owner, Deneef's Farm Labor Camp

Ted Hodges, Director, Sumter County Migrant Child Compensatory Education Program

Chris Robinas, CETA, Balance of State

Mike Johnson, CETA, Sumter Co.

Ted Hodges, Migrant Education, Sumter Co.

George Sorn, Manager, Labor Division, Florida Fruit and Vegetable Association

Dewey DeLoach, Direct Services Supervisor, District VII, Health & Rehabilitative Service

Barbara Reo, Support Service Supervisor, District VII, Health & Rehabilitative Service

Luciana Gizelt, Information and Referral, Human Services Planning Council, Orange County

Haddis Aberra, Orange County Community Development

John Frisk, Director, Homes in Partnership

Dr. Charles Dziuban, Florida Technological University, Education

Dr. John Washington, Florida Technological University, Sociology

Gloria Warden, Administrative Assistant to Dick Batchelor

Li Connely, Area Representative Florida Christian Migrant Ministry

Ruth Pelham, Lake County Community Action, Director Neighborhood Service Center

Ellery Grey, Sumter Co., Director Rural Health Clinic

Joe Rangel, Orange County Migrant Program

Hattie Long, Orange County Migrant Program

Morris Grant, Director Metropolitan Orlando Urban League

Dorris Green, Orange County Department of Community Affairs, Director, General Community Programs

Ella Jean Gilmore, Director, Orange County Department of Community Affairs

Buzz Whitman, Director, New York Pilot Project

Jose Bocanegra, Director, Texas Pilot Project

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William Kates, Florida Department of Commerce, Rural Manpower Specialist

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APPENDIX E

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SAMPLE INTAKE FORM

OFFICE _____ RURAL NEW YORK FARMWORKER OPPORTUNITIES, INC. Nº 100040

INTERVIEWER _____

A FAMILY AND HOUSEHOLD INFORMATION

1. NAME _____ 2. SS# _____
3. BIRTHDATE _____ 4. SEX: M ☐ F ☐ 5. CITIZEN: Yes ☐ No ☐ 6. HEAD OF HOUSEHOLD: Yes ☐ No ☐
7. IF YES, NUMBER OF DEPENDENTS _____ 8. IF NO, DEPENDENT OF _____

(List client's name and all family and household members starting with spouse and the oldest, going to the youngest.)

9. Name	S.S.#	10. Relation	11. Educ.	12. Work Status	13. Sex M	13. Sex F	14. Language	15. Travel with yes	15. Travel with no	16. Age	17. Other

18. PRESENT ADDRESS _____ (STREET / CITY / STATE / ZIP / TELEPHONE)
19. HOMEBASE ADDRESS _____ (STREET / CITY / STATE / ZIP / TELEPHONE)
20. MONTH LEFT OR EXPECTS TO LEAVE HOMEBASE _____ 21. MONTH EXPECTS TO RETURN TO HOMEBASE _____
22. ETHNIC (Check one): BLACK ☐ White ☐ NATIVE AMERICAN ☐ OTHER ☐ _____
SPANISH SPEAKING: Yes ☐ No ☐ Mexican ☐ Chicano ☐ Mexican-American ☐ Puerto Rican ☐ Cuban ☐

B WORK INFORMATION

23. WORK HISTORY (12 of last 18 months beginning with most recent) Date Became Unemployed _____

Date Began	Date End	Job Title	How obtained	Where	Tll. Inc. Earned AG	Tll. Inc. Earned N-AG	Wage/hour
				Total			

24. HAVE YOU PREVIOUSLY BEEN ENROLLED IN A 303 PROGRAM? Yes ☐ No ☐
25. WHERE DO YOU EXPECT YOUR NEXT JOB? (State, County) _____
26. FARMWORKER: Yes ☐ No ☐ 27. WORK CATEGORY: Migrant ☐ Seasonal ☐
28. AT WHAT AGE DID YOU BEGIN FARM LABOR? _____ 29. LIMITED ENGLISH SPEAKING ABILITY: Yes ☐ No ☐
30. VETERAN: Yes ☐ No ☐ Special ☐ Disabled ☐ Recently Separated ☐
31. FULL-TIME STUDENT: Yes ☐ No ☐ 32. OFFENDER: Yes ☐ No ☐ 33. HANDICAPPED: Yes ☐ No ☐

C ECONOMIC INFORMATION

34. ESTIMATED ANNUAL FAMILY INCOME: a. Agric. $ _____ b. Non-Agric. $ _____ c. Total $ _____
35. ECONOMICALLY DISADVANTAGED: Yes ☐ No ☐ 36. UNEMPLOYMENT COMPENSATION EXHAUSTEE: Yes ☐ No ☐
37. IS FAMILY RECEIVING PUBLIC ASSISTANCE: Yes ☐ No ☐
38. IF YES, WHAT TYPE: AFDC ☐ SSI ☐ OTHER (Specify) ☐ _____
39. DEFINITION OF FARMWORKER: DOL ☐ CSA ☐ HEW ☐ AGRIC. ☐ OTHER (Specify) ☐ _____
40. ELIGIBLE: Yes ☐ No ☐

D FARMWORKER SELF-ASSESSMENT

41. WHAT DO YOU LIKE MOST ABOUT FARMWORK? _____
42. WHAT DO YOU LIKE LEAST ABOUT FARMWORK? _____
43. DO YOU WANT TO CONTINUE WORK IN THE FIELDS? Yes ☐ No ☐ WHY: Pay ☐ Housing ☐ Travel ☐ Services ☐ Health ☐ Work Conditions (Specify) ☐ _____ Other (Specify) _____
44. DO YOU WANT TO CONTINUE WORKING FROM CROP TO CROP AND AREA TO AREA? Yes ☐ No ☐ WHY: Pay ☐ Housing ☐ Travel ☐ Services ☐ Health ☐ Work Conditions (Specify) ☐ _____ Other (Specify) ☐ _____
45. WHAT ARE YOUR THREE MOST SERIOUS IMMEDIATE NEEDS? Employment ☐ Food ☐ Training ☐ Education ☐ Child Care ☐ Health ☐ Transportation ☐ Housing ☐ Other (Specify) ☐ _____
46. WHAT ARE YOUR CHILDREN'S THREE MOST SERIOUS NEEDS? Employment ☐ Food ☐ Training ☐ Education ☐ Child Care ☐ Housing ☐ Health ☐ Other (Specify) ☐ _____

I understand that the information on this Intake Form will be used for the purposes of determining my eligibility for programs, and will be computerized for the purpose of gathering aggregate statistical information about Farmworkers and that such information will not be used for any other purpose without my consent.

I certify that the information presented is correct to the best of my knowledge. I further understand that should I be dissatisfied with the services received from Program Funding, Inc., I may register a complaint in writing or verbally to the executive director, c/o Program Funding, Inc., Suite 730, Powers Building, Rochester, New York 14614.

_____ _____ _____ _____
APPLICANT SIGNATURE DATE STAFF PERSON'S SIGNATURE DATE

PLEASE NOTE: COMPLETE THIS SECTION WHEN THE CLIENT IS TERMINATED

DATE OF TERMINATION	REASON FOR TERMINATION (CURRENT CODE FROM [illegible])	CODE	IF OTHER, EXPLAIN

IF ENTERED EMPLOYMENT, NEW HOURLY WAGE	ANTICIPATED DURATION OF EMPLOYMENT	DID PLACEMENT RESULT FROM TRAINING? ☐ YES ☐ NO